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ABSTRACT

The long range program proposed in this document is intended to provide the necessary framework for assuring that funds received through the Library Services and Construction Act will be used for assistance in: (1) the establishment, extension, and improvement of public library services in the areas of the state which are without such services or in which such services are inadequate; (2) the construction of public libraries; (3) the establishment, extension, and improvement of such other state library services as library services for physically handicapped, institutionalized, and disadvantaged persons; (4) strengthening the state agency; and (5) promoting interlibrary cooperation among all types of libraries. Chapter VI presents a broad scope of the planning accomplished thus far. Chapters VII, VIII, and IX reinforce what was stated in Chapter VI. Following the outline of goals and objectives are significant targets listed according to the year in which the targets should be achieved. (Other State Plans are: LI003985 through 003993, LI003995 through 004004, LI004027 through 004034, and LI004038 through 004046). (Author/NH)

ED 070483

LONG-RANGE PROGRAM

FOR

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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LIBRARY DEVELOPMENT

IN

MISSISSIPPI

A COMPREHENSIVE FIVE-YEAR PROGRAM FOR MEETING
THE LIBRARY NEEDS OF THE PEOPLE OF MISSISSIPPI

JUNE, 1972

JACKSON, MISSISSIPPI

LI 004 035

MISSISSIPPI LIBRARY COMMISSION

FILMED FROM BEST AVAILABLE COPY

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LIBRARIANS AND TRUSTEES

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FOREWORD

Long-range planning for statewide library development is no stranger to the Mississippi Library Commission. Almost from its inception this agency has been involved in trying to determine the future of public libraries as a part of the State's provision for public education. Some efforts were timid and feeble, some bold and strong for their time. An example of the latter is Libraries in Mississippi: A Report of a Survey of Library Facilities, 1946-1947 which was a result of the study, People Without Books, and which made recommendations for library development. Implementing as nearly as possible the guides laid down in these recommendations, library development in Mississippi moved on for some years under the leadership of Mrs. Eunice Eley as director of the Library Commission. With her guidance great strides were made in necessary legislation to undergird further planning for a strong state library agency. Following her tenure of office, Mrs. Lura Currier brought her energetic and imaginative leadership to the office of director of the Mississippi Library Commission. Almost concurrently with her arrival in this position, came the passage of the Library Services Act. The stepped-up extension and improvement of library service to the people in Mississippi under this Act required planning; so a five-year plan was built and served as a guide during a period of great library activity. With minor modifications, this guide served for a longer time than the five years. The Library Services Act was amended in 1964 to include construction, and was then titled, Library Services and Construction Act, consisting of two titles, I (Services) and II (Construction). Added to the existing state plan then was a plan for construction, made during very trying times, since the passage of this amended Act was coincident with that of the Civil Rights Act. Whatever the pressures, however, sound planning was achieved and much progress resulted.

So important was planning for libraries nationally at this time and so great was the need for librarians to know more about this process, that the Library Services Branch of the U. S. Office of Education in September, 1965, sponsored the conference on Statewide Long-range Planning for Libraries. This conference was an important step, coming as it did in the same year that the Higher Education Act and the Elementary and Secondary Education Act were passed. These Acts added to the Library Services and Construction Act with its provision for stimulating, improving, and extending public library service, could assist in providing a basis for planning for true statewide library service through all types of libraries.

Also, so important was planning that the first appropriations for Titles III and IV of the amended Library Services and Construction Act in 1967 were for the purpose of planning only. With these funds the Library Commission planned for these Titles as well as it possibly could in light of a limited budget for this purpose and the limited expertise in the techniques of planning.

As financial support increased, more requirements were made for justification calling for improved evaluation and assessment of performance and for results of library programs in measurable terms. The need to show how much service was being improved and extended was accompanied by the need to show how good the service was. Therefore, much emphasis was of necessity placed on setting up goals and objectives based on need.

All of a sudden, it seems, librarians decided that they were being asked to do something for which they had no training - that they needed more knowledge in the field of planning and evaluation. As a result, during a meeting of State Agency Heads in Washington called by the Bureau of Libraries and Educational Technology, U. S. Office of Education, a request was made to this office that an institute or institutes be provided to give training in these areas. This request was granted and an institute in three phases of one week each was conducted for state agency planners by the Planning and Evaluation Center of the University of Ohio in October, 1971, and in January and April of 1972.

This document, titled Long-Range Program for Library Development in Mississippi, was produced as a result of all of the foregoing factors and conditions. This document did not, of course, just come into being - it is also the result of long hours (day and night) of hard work of the staff members listed on the preceding pages, of contributions by other staff members, of advice and counsel given by the Advisory Council and The Board of Commissioners. Much appreciation is due to these people and to those in the past who helped lay the foundation on which we are able to build. If the participation and commitment shown in the construction of this program follows through in implementation, we need have no fear concerning its success. This plan will be our road map which ever so often will be revised as new roads are built (with all their detour signs) and old ones repaired as the need arises. Signs on these detours and repairs could well read, BUILDING BETTER LIBRARIES FOR MISSISSIPPI.

MARY LOVE, Director
Mississippi Library Commission

PREFACE

A long range program for library development in Mississippi is on the move. The document you have begun to read establishes the fact that a planning process is in motion. It represents planning activities that took place in the past, that are related to the present and are demanded in the future.

This document, massive as it may seem, does not represent "a plan" that merits hiding on a shelf, but hopefully it will continue to be, as it has been during the past year, a working tool that will provide us with a base from which to look before we leap. Please read it carefully, question the areas you do not understand, pursue the thought with which you disagree, underline the items you would like to remember, but most of all please let someone know what you think about the ideas - good or bad. Please get involved in the planning process. Library development in Mississippi needs your commitment!

Most of the ideas expressed in this writing are not original, but they cannot be accurately documented as belonging solely to any individual. May we all accept credit for the ideas that are good and disown those that should have been omitted.

Many persons, too numerous to mention all by name, have contributed information, time and effort toward the compilation of this edition. Appreciation must be expressed to all members of the staff of the Mississippi Library Commission who contributed but most of all "understood" as the pressures for completion piled up. Had it not been for the Department of Consultant Services, the alligators would have consumed us long before the swamp was drained. Everyone added another burden to an already heavy load in order to allow time for this work. I must express my personal thanks to Margaret Elder and Mary Yoakum for their help in fighting the alligators from start to finish. The swamp is almost drained - thanks to their devoted efforts. To the librarians in the state who asked for our assistance when no one could help, we must say THANKS for your patience and understanding. We hope that all efforts shall not have been in vain.

The pressures and involvements that have been experienced in compiling this work were "almost" unbearable at times, but always the result was enlightening and most worthwhile. We feel that the impossible has been accomplished just to know that you have our efforts in your hands.

PEGGY MAY
Assistant Director, Library Development

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LONG RANGE PROGRAM FOR LIBRARY DEVELOPMENT

in

MISSISSIPPI

SUMMARY

Presented here in outline form are the goals and objectives that have been developed in an effort to expand and improve library service in Mississippi. Chapter VI presents a broad scope of the planning accomplished thus far. Chapters VII, VIII, and IX simply reinforce what has been stated in Chapter VI. Many of the goals and objectives are overlapping and in many cases duplicate each other. This development seemed necessary because of the different levels of responsibility and the many different approaches in light of the various responsibilities. Following the outline of goals and objectives are significant targets listed according to the year in which the targets should be achieved. The target dates may move forward or backward as financial circumstances dictate. It is hoped that these brief guides to the Long Range Program will serve as an incentive to read more details in the pages that follow.

GOALS

First - To promote and to aid the development of adequate library service throughout Mississippi to meet the general and specialized needs of all its residents.

Second - To develop and support at the state level a strong administrative agency that can fulfill a role of leadership in planning, evaluating, assisting, and coordinating total library development in Mississippi as is required to meet the needs of the people.

Third - To create an active awareness of the available and potential materials and services that can be provided through libraries.

Fourth - To seek and adequately provide materials and services that are relevant to special segments of the state's population.

GOAL I:

To promote and to aid the development of adequate library service throughout Mississippi to meet the general and specialized needs of all its residents. (p. 67)

SUB-GOAL I (GOAL I):

To identify the actual and potential needs of all segments of the state's population for general and specialized materials and services that could be provided through libraries and to determine the extent to which they are being met. (p. 68)

OBJECTIVE I (SUB-GOAL I, GOAL I):

A systematic and thorough study of the state and its libraries and other information agencies by a qualified outside consultant. (p. 68)

OBJECTIVE II (SUB-GOAL I, GOAL I):

Self-studies by all the public libraries of the state of their services in relation to the actual and potential needs in their service areas, assisted and coordinated by the Library Commission. (p. 69)

SUB-GOAL II (GOAL I):

To develop and adopt standards for state and local public library systems, based upon the ALA Minimum Standards for Public Library Systems, 1966, adapted to Mississippi needs. (p. 71)

SUB-GOAL III (GOAL I):

To develop and adopt a comprehensive statewide plan for public library systems to meet the standards established for Mississippi and to actively promote and aid its implementation. (p. 72)

OBJECTIVE I (SUB-GOAL III, GOAL I):

To adopt the boundaries of the ten Mississippi Planning and Development Districts as the boundaries of the library service areas in the comprehensive statewide plan. (p. 76)

OBJECTIVE II (SUB-GOAL III, GOAL I):

To sponsor and aid a demonstration of cooperative public library service in one of the proposed library districts, meeting or as nearly as possible meeting the standards adopted for Mississippi. (p. 86)

OBJECTIVE III (SUB-GOAL III, GOAL I):

To reach a minimum of $5 per capita for support of local public libraries throughout Mississippi. (p.88)

OBJECTIVE IV (SUB-GOAL III, GOAL I):

To have adequate staff in all of the state's public libraries: At least one professional and two clerical workers for every 6,000 population served. (p.94)

OBJECTIVE V (SUB-GOAL III, GOAL I):

To obtain the additional library facilities needed and to improve the quality of present facilities. (p. 95)

OBJECTIVE VI (SUB-GOAL III, GOAL I):

To make a high level of resources and information services available locally to all residents through development of district resource and service centers supplementing and coordinating adequate community resources throughout the district. (p. 96)

OBJECTIVE VII (SUB-GOAL III, GOAL I):

To review the state library laws in relation to library financing and library structure and authority and to seek changes that may be needed in view of the statewide plan for systems. (p. 97)

SUB-GOAL IV (GOAL I):

Interlibrary cooperation through a statewide network to make the full resources of the state available to all residents, coordinated by the Library Commission and including libraries of all types and other information and resource centers. (p. 97)

OBJECTIVE I (SUB-GOAL IV, GOAL I):

To develop and coordinate through the Library Commission a comprehensive plan for building and using the total library resources of the state. (p. 98)

SUB-OBJECTIVE I (OBJECTIVE I, SUB-GOAL IV, GOAL I):

To add to the staff of the Library Commission a new position, Assistant Director in charge of public service, with responsibility for planning and coordinating library services at the state level. (p. 99)

OBJECTIVE II (SUB-GOAL IV, GOAL I):

To develop effective and current information and referral services relevant to the daily problems and concerns of all residents of the state. (p. 99)

SUB-OBJECTIVE I (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To identify the actual and potential needs of all segments of the population for such information and referral services through libraries. (p. 100)

SUB-OBJECTIVE II (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To inventory the present sources of information and assistance relevant to the identified needs at the community, district, and state levels. (p.100)

SUB-OBJECTIVE III (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To explore at the state level, through the Library Commission, the possibility of a current information system, up-dated daily, perhaps computerized, to back up local and district information inventory activities. (p.100)

SUB-OBJECTIVE IV (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To prepare a manual on operation of current information and referral services, including the above guidelines, to assist local and district libraries. (p. 101)

SUB-OBJECTIVE V (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To demonstrate current information and referral services as a project within the proposed demonstration of cooperative district service. (p.101)

OBJECTIVE III (SUB-GOAL IV, GOAL I):

To develop the Jackson metropolitan area as the major resource center of the state, involving cooperation and coordination of the many library and related agencies in the area. (p. 101)

OBJECTIVE IV (SUB-GOAL IV, GOAL I):

To develop the Gulf Coast metropolitan area as another major resource center of the state. (p. 102)

OBJECTIVE V (SUB-GOAL IV, GOAL I):

To evaluate the present statewide telephone and teletype reference service project and to expand and/or modify it accordingly. (p. 102)

OBJECTIVE VI (SUB-GOAL IV, GOAL I):

To evaluate the Library Commission's Centralized Processing Center, expand and/or modify its services to libraries and to state institutions and departments, and, through these activities, to improve bibliographic access to the various state resources. (p. 102)

OBJECTIVE VII (SUB-GOAL IV, GOAL I):

To promote and assist cooperation between public and school libraries in development and in service. (p. 104)

OBJECTIVE VIII (SUB-GOAL IV, GOAL I):

To promote and assist cooperation between colleges and universities, their libraries, and public libraries. (p. 105)

OBJECTIVE IX (SUB-GOAL IV, GOAL I):

Cooperation between public libraries and vocational training and employment agencies. (p. 107)

GOAL II:

To develop and support at the state level a strong administrative agency that can fulfill a role of leadership in planning, evaluating, assisting, and coordinating total library development in Mississippi as is required to meet the needs of the people. (p. 108)

SUB-GOAL I (GOAL II):

To plan, foster, evaluate, and provide acceptable administration for library programs made possible through Federal, State and local appropriations. (p.109)

OBJECTIVE I (SUB-GOAL I, GOAL II):

To maintain a five year program for library development that accurately represents goals and objectives that will lead to the achievement of total library service for all of the citizens of the state, and review, revise, and amend as necessary on an annual basis. (p. 109)

SUB-OBJECTIVE I (OBJECTIVE I, SUB-GOAL I, GOAL II):

To continue in FY 1973 the intensive planning and needs assessment activities that began in FY 1972 and could not be completed for inclusion in this edition of the long range program, because of the lack of time, money, and qualified expertise needed to acquire accurate data or conduct meaningful activities. (p. 109)

SUB-OBJECTIVE II (OBJECTIVE I, SUB-GOAL I, GOAL II);

To evaluate the current edition of the long range program in light of new data and revise as deemed necessary through amendments or a complete new edition by June 30, 1973, and/or June 30 of any fiscal year thereafter.(p.109)

SUB-OBJECTIVE III (OBJECTIVE I, SUB-GOAL I, GOAL II):

Review and amend the Basic State Plan, the Long Range Program and the Annual Program on an annual basis in keeping with the rules and regulations established through the Library Services and Construction Act, as amended. (p.110)

OBJECTIVE II (SUB-GOAL I, GOAL II)

To plan for the development of, and give priority to, programs and projects designed to extend and improve library service to individuals, groups and areas that have been designated as state and national priorities:.(p. 110)

OBJECTIVE III (SUB-GOAL I, GOAL II):

To establish pertinent criteria whereby libraries may become eligible for participation in programs administered through the state agency; such criteria to represent requirements deemed necessary to further develop and improve any service for which a program is intended. (p. 110)

OBJECTIVE IV (SUB-GOAL I, GOAL II):

To establish and administer an evaluation system that will provide planners and decision makers with pertinent data concerning the effectiveness of general and specific programs of service. (p.111)

SUB-OBJECTIVE I (OBJECTIVE IV, SUB-GOAL I, GOAL II):

To utilize in FY 1973 the Advisory Council as an active evaluation component to assist the state agency in determining the effectiveness of current and potential library programs in relation to their purpose and proposed achievement. (p.111)

SUB-OBJECTIVE II (OBJECTIVE IV, SUB-GOAL I, GOAL II):

To employ in FY 1974 at the state level someone qualified, through special training in evaluation methods, to coordinate a statewide system of effective evaluation. (p. 112)

SUB-OBJECTIVE III (OBJECTIVE IV, SUB-GOAL I, GOAL II):

To devise methods for collecting more meaningful data through annual reports from libraries that can be used nationwide and designed to portray some type of relevance to the quality of service rendered. (p. 112)

SUB-OBJECTIVE IV (OBJECTIVE IV, SUB-GOAL I, GOAL II):

To publish on a regular basis the results of all program evaluations, through the Mississippi Library News, local newspapers, direct mailings to interested individuals, and national journals when the subject seems pertinent. (p. 112)

SUB-GOAL II (GOAL II):

To employ and maintain an adequate and competent staff to perform the leadership, consultative, planning, and administrative responsibilities necessary for top quality service at the state level. (p. 112)

OBJECTIVE I (SUB-GOAL II, GOAL II):

To evaluate the staff organization of the Library Commission and reorganize where feasible in order to provide more effective management in relation to the agency's role of planning and coordinating statewide library development. (p. 112)

SUB-OBJECTIVE I (OBJECTIVE I, SUB-GOAL II, GOAL II):

To create two new positions of Assistant Directors: (1) Public Service and (2) Library Development and employ in 1973 qualified persons to assume the responsibility for these two areas of service. (p. 113)

OBJECTIVE II (SUB-GOAL II, GOAL II):

To employ qualified personnel to render special services in the following areas of responsibility:

1. Management and Administration	Fiscal 1974	
2. State and Federal Programs	Fiscal 1974	
3. Planning and Evaluation	Fiscal 1974	
4. Public Information Specialist	Fiscal 1975	
5. Adult Services	Fiscal 1975	
6. Service to the Disadvantaged	Fiscal 1975	
7. Children and Young People	Fiscal 1976	
8. Personnel Development	Fiscal 1977	(P. 114)

SUB-GOAL III (GOAL II):

To provide through the Library Commission such centralized service as may be needed to implement the long range program for library development. (p.114)

OBJECTIVE I (SUB-GOAL III, GOAL II):

To provide through the Division of Library Development qualified and experienced consultants in both general and specialized areas of library service as may be required to meet the current needs. (p. 114)

OBJECTIVE II (SUB-GOAL III, GOAL II):

To continue to provide as needed a central processing service. (p. 116)

OBJECTIVE III (SUB-GOAL III, GOAL II):

To develop and maintain a high level subject and reference collection at the state agency that relates to the total utilization of the state's resources. (p. 116)

OBJECTIVE IV (SUB-GOAL III, GOAL II):

To provide for the storage of little-used materials as a means of maintaining access to rare or out-of-print materials. (p. 116)

SUB-GOAL IV (GOAL II):

To promote and provide a program of recruitment and continuing education for library personnel at all levels as well as for trustees. (p.116)

OBJECTIVE I (SUB-GOAL IV, GOAL II):

To continue the internship program for the recruitment of exceptional students to the library profession. (p. 117)

OBJECTIVE II (SUB-GOAL IV, GOAL II):

To sponsor and conduct meetings, seminars and workshops for the continuing education of librarians and trustees. (p. 117)

SUB-GOAL V (GOAL II):

To provide an incentive for improved public library service through cash grant awards for specific library development. (p. 117)

OBJECTIVE I (SUB-GOAL V, GOAL II):

To encourage counties to join together for the purpose of forming larger units of service by awarding multi-county libraries per capita grants. (p.117)

OBJECTIVE II (SUB-GOAL V, GOAL II):

To award personnel grants to library systems meeting the eligibility requirements for staff improvement in an effort to improve the quality of service offered at the local level. (p. 119)

SUB-GOAL VI (GOAL II):

To seek and provide adequate physical facilities that will accommodate the unique functions of any specific program of library service at any level of operation. (P. 119)

OBJECTIVE I (SUB-GOAL VI, GOAL II):

To acquire adequate physical facilities for the Library Commission's program of service in an effort to achieve greater coordination of resources and services. (p. 119)

SUB-OBJECTIVE I (OBJECTIVE I, SUB-GOAL VI, GOAL II):

To request of the 1973 Legislature funds for the construction of a building to house all operations of the Mississippi Library Commission. (p.120)

OBJECTIVE II (SUB-GOAL VI, GOAL II):

To promote, assist in planning, and expedite the improvement of public library facilities with funds available through the Library Services and Construction Act, 1970, Title II, and/or through other sources as funds are made available for construction purposes. (p.120)

GOAL III:

To create an active awareness of the available and potential materials and services that can be provided through libraries. (p. 126)

SUB-GOAL I (GOAL III):

To create more awareness among those concerned with operating, improving, and financing libraries. (p. 126)

SUB-GOAL II (GOAL III):

To create such awareness among non-users and limited users of library materials and services, as individuals and in groups. (p. 126)

OBJECTIVE I (SUB-GOAL II, GOAL III);

To promote user awareness through leadership and activities by the Library Commission in cooperation with the libraries in the state. (p. 126)

OBJECTIVE II (SUB-GOAL II, GOAL III):

To help develop and assist organizations working with libraries to promote awareness and effective use throughout the state. (p. 127)

OBJECTIVE III (SUB-GOAL II, GOAL III):

To identify organizations and agencies of all types that should be informed about actual and potential library services and to develop methods of reaching them with up-to-date information on a continuing basis. (p. 127)

OBJECTIVE IV (SUB-GOAL II, GOAL III):

To use a bookmobile to demonstrate special services, materials and equipment to librarians, interested groups, and the public throughout the state. (p.128)

OBJECTIVE V (SUB-GOAL II, GOAL III):

To provide in the proposed demonstration of cooperative district service special staff to develop, stimulate, and assist innovative programs for creating more awareness of libraries and their potential. (p. 128)

SUB-OBJECTIVE I (OBJECTIVE V, SUB-GOAL II, GOAL III):

A librarian with special qualifications on the staff of the district resource and service center to plan and direct such programs throughout the district. (p. 128)

SUB-OBJECTIVE II (OBJECTIVE V, SUB-GOAL II, GOAL III):

At least two staff members whose main responsibility will be to go out into communities and rural areas as communicators, mingling with individuals and groups in an effort to mediate between their needs and concerns and the actual and potential services of the libraries in the district. (p. 128)

GOAL IV:

To seek and adequately provide materials and services that are relevant to special segments of the state's population. (p. 129)

SUB-GOAL I (GOAL IV):

To improve and expand service to the residents of institutions and to other confined persons. (p. 129)

OBJECTIVE I (SUB-GOAL I, GOAL IV):

To strengthen and expand through the Library Commission service to the residents of all state institutions. (p. 130)

OBJECTIVE II (SUB-GOAL I, GOAL IV):

To promote the development of local public library services to meet the needs of persons in other than state institutions and of any persons confined and therefore needing special services. (p. 131)

SUB-OBJECTIVE I (OBJECTIVE II, SUB-GOAL I, GOAL IV):

To provide leadership and consultant aid to local libraries through the Library Commission (p. 131)

SUB-GOAL II (GOAL IV):

To extend and improve library service to all eligible blind and physically handicapped Mississippians. (p. 132)

OBJECTIVE I (SUB-GOAL II, GOAL IV):

Increase the number of patrons served directly through their public libraries from 1,432 at the end of Fiscal 1971 to 3,598. (p. 132)

OBJECTIVE II (SUB-GOAL II, GOAL IV):

Increase the number of patrons served through institutions from 2,604 served through 55 institutions at the end of Fiscal 1971 to 5,967 served through 103 institutions. (p. 132)

SUB-GOAL III (GOAL IV):

To develop effective library and information services to meet the needs of disadvantaged persons in both urban and rural areas of Mississippi. (p.13

OBJECTIVE I (SUB-GOAL III, GOAL IV):

To continue the two present state grants to public libraries for programs for the disadvantaged at least through Fiscal 1973 to allow time for full development and evaluation of these programs. (p. 134)

OBJECTIVE II (SUB-GOAL III, GOAL IV):

To give priority in the studies and planning proposed in Chapter VI to library service to the disadvantaged. (p. 136)

OBJECTIVE III (SUB-GOAL III, GOAL IV):

To promote more effective service to the disadvantaged by all public libraries throughout Mississippi. (p. 136)

SUB-OBJECTIVE I (OBJECTIVE III, SUB-GOAL III, GOAL IV):

At least one workshop for public librarians and trustees concerned with identification of and meeting the needs of the disadvantaged, sponsored by the Library Commission and coordinated with the projected library self-studies. (p. 137)

SUB-OBJECTIVE II (OBJECTIVE III, SUB-GOAL III, GOAL IV):

Preparation by the Library Commission of a manual on library work with the disadvantaged in Mississippi. (p. 138)

OBJECTIVE IV (SUB-GOAL III, GOAL IV):

The Library Commission to sponsor a demonstration of public library service to the disadvantaged as part of the projected cooperative library district demonstration. (p. 138)

OBJECTIVE V (SUB-GOAL III, GOAL IV):

To recruit special personnel at both the state and district levels for work with the disadvantaged. (p. 138)

SUB-OBJECTIVE I (OBJECTIVE V, SUB-GOAL III, GOAL IV):

A consultant for service to the disadvantaged on the Library Commission staff. (p. 138)

SUB-OBJECTIVE II (OBJECTIVE V, SUB-GOAL III, GOAL IV):

A librarian and two field workers on the staff of the cooperative district demonstration to develop innovative programs for creating more awareness of libraries and their potential for service to the disadvantaged. (p.139)

SIGNIFICANT TARGETS

* * * * * * * * * *

1973

1. Self-studies of all public libraries concerning their service in relation to the actual and potential needs of their community.

2. Develop and adopt standards for state and local public library systems by October.

3. Schedule meetings in the eleven Planning and Development Districts for discussion of the Long Range Program.

4. Provide assistance in construction projects according to Program I or II on page 124 of the Long Range Program.

5. Develop by June 30, and then coordinate through the Library Commission a comprehensive plan for building and using the total resources of the state.

6. Add to the staff of the Library Commission two new positions of Assistant Directors to assume the responsibility in two areas of service: (1) public service and (2) library development.

7. Evaluate present statewide telephone and teletype reference project and expand or modify accordingly.

8. Evaluate the Central Processing Center, expand and/or modify to improve bibliographic access to the various state resources.

9. Continue the intensive planning and needs assessment activities that began in FY 1972.

10. Condense and revise as needed the total State Plan: (1) Basic State Plan and (2) Long Range Program; add program activities for 1978; prepare Annual Program for 1974 in keeping with the Long Range Program.

11. Utilize the Advisory Council as an active evaluation component to assist the state agency in determining the effectiveness of current and potential library programs in relation to their purpose and proposed achievement.

12. Sponsor and conduct meetings, seminars, and workshops for the continuing education of librarians and trustees.

13. Award multi-county libraries per capita grants to encourage counties to join forces for the purpose of forming larger units of service.

14. Award personnel grants for staff improvement to library systems meeting the eligibility requirements.

15. Request funds from the 1973 Legislature for the construction of a building to house all operations of the Mississippi Library Commission.

16. Add a State Task Force for library service to the blind and physically handicapped to the State Friends of the Library organization.

17. Initiate library service in Natchez Charity Hospital.

18. Conduct a demonstration project of cassette reference service for the blind and physically handicapped in a selected public library system.

19. Continue the two present state grants to public libraries for programs for the disadvantaged and allow time for full development and evaluation of these programs.

20. Workshop for public librarians and trustees concerned with identification of and meeting the needs of the disadvantaged.

1974

1. Systematic and thorough study of the state and its libraries and other information agencies by a qualified outside consultant.

2. Selection of a Planning and Development District in which to begin a demonstration of adequate library service.

3. Increase county and municipal tax support equivalent to the proceeds of a county tax of at least 1 1/2 mills in every county.

4. Add a new position on the staff of the Library Commission responsible for assisting local libraries and the state agency to prepare special project proposals and seek funds.

5. Provide assistance in construction projects according to Program I or II on page 124 in the Long Range Program.

6. Development of a district resource and service center to serve the six counties of the Northeast District.

7. Development of a district resource and service center in the district selected for the demonstration.

8. Designation of optimal location of centers in the nine remaining library districts.

9. Implement designated phases of the 1972 comprehensive plan for building and using the total resources of the state.

10. Prepare a manual on operation of current information and referral services to assist local and district libraries.

11. Devise methods of collecting more meaningful data through annual reports.

12. Add to the staff of the Library Commission a specialist to coordinate an evaluation system at the state level.

13. Use a bookmobile to demonstrate special services, materials and equipment to librarians, interested groups, and the public throughout the state.

14. Discontinue per capita grant award to multi-county libraries and use funds for an establishment grant to assist in the operation of a demonstration of adequate library service in a designated area.

15. Initiate library service in the North Mississippi Retardation Center.

16. Prepare a manual on library work with the disadvantaged in Mississippi.

17. Add to the Staff of the Library Commission a specialist in management and administration.

1975

1. Demonstration of adequate library service begins in the selected Planning and Development District.

2. Increase county and municipal tax support equivalent to the proceeds of a county tax of at least 2 mills in at least 50 percent of the counties.

3. 89 professional library positions funded through the Personnel Grants Program.

4. Provide assistance in construction projects according to Program I or II on page 124 in the Long Range Program.

5. Implement designated phases of the 1972 comprehensive plan for building and using the total resources of the state.

6. Develop the Jackson Metropolitan area as the major resource center in the state.

7. Use new Annual Report forms devised in FY 1973 for the purpose of collecting more meaningful data.

8. Add to the staff of the Library Commission specialist to work in the areas of: (1) public information; (2) adult services, and (3) service to the disadvantaged.

9. Establish library collections (700 - 1,000 volumes) for the handicapped in cooperative library district systems.

1976

1. Continue demonstration of adequate library service in the selected Planning and Development District.

2. Revision of the state law to raise the ceiling on county library tax levies to at least 5 mills and on municipal library tax levies to at least 3 mills or to eliminate the ceilings.

3. Provide assistance in construction projects according to Program I or II on page 124 in the Long Range Program.

4. Develop resources in the demonstration district and center to meet ALA standard 39.i.

5. Implement designated phases of the 1972 comprehensive plan for building and using the total resources of the state.

6. Develop the Gulf Coast Metropolitan area as a major resource center.

7. Add to the staff of the Library Commission a specialist to work with children and young people.

1977

1. Conclusion of demonstration and evaluation of adequate library service in the selected Planning and Development District.

2. Increase local public support equivalent to a minimum of 2 1/2 county mills in at least 50 percent of the counties; or $5 per capita from local, state and federal sources.

3. Two-thirds of the adequate staff needed in the state's public libraries: one professional and two clerical for every 6,000 population served.

4. Provide assistance in construction projects according to Program I or II on page 124 in the Long Range Program.

5. Implement designated phases of the 1972 comprehensive plan for building and using the total resources of the state.

6. Add to the staff of the Library Commission a consultant in the area of personnel development.

7. Increase the number of blind and physically handicapped patrons served directly through their public libraries from 1,432 in FY 1971 to 3,598 in FY 1977.

8. Increase the number of blind and physically handicapped patrons served through institutions from 2,604 served through 55 institutions at the end of FY 1971 to 5,967 served through 103 institutions in FY 1977.

INTRODUCTION

PURPOSE

All activities that have preceded the moment of this recording have been for the sole purpose of forming a basis on which to provide decision makers with information and guidance toward the improvement and development of library service in the State of Mississippi. The Mississippi Library Commission is the designated planning agency since it is responsible for the administration of funds received through the Library Services and Construction Act.

The long range program proposed in this document will also provide the necessary framework for assuring that funds received through provisions of the Library Services and Construction Act, as amended, will be used for assistance in: (1) the establishment, extension, and improvement of public library services in areas of the state which are without such services or in which such services are inadequate; (2) the construction of public libraries; (3) the establishment, extension, and improvement of such other state library services as library services for physically handicapped, institutionalized, and disadvantaged persons; (4) strengthening the state agency; and (5) promoting interlibrary cooperation among all types of libraries.

It is expected that much of the data set forth in this document will be obsolete tomorrow. As we continue to assess our needs, changes and amendments to our current objectives will be mandatory. Amending or changing the directions of our objectives will mean one thing to us: more knowledge and understanding of the library needs of our citizens have been acquired.

PROCESS OF THIS PREPARATION

Since 1950, library development in Mississippi has been based on the implementation of the Public Library Survey conducted by Gretchen K. Schenk

and published by the Bureau of Public Administration, University of Mississippi. The survey was published under the title of People Without Books, and rightly so, for nearly two-thirds of the people in Mississippi did not have access to any kind of public library service. The need for this specific survey was made apparent by a general survey undertaken by library associations in the southeast during 1946-1947, in cooperation with the Tennessee Valley Library Council and the Tennessee Valley Authority. This report was published in 1948 under the title of Libraries of the Southeast. The report was, for the most part, couched in general terms, but the section of this report devoted to Mississippi demonstrated the feebleness of the state's library resources and the widespread absence of men and women equipped to render professional library services. Throughout Mississippi public and civic leaders took an interest in the report and its application to their local problems. As a result, they asked, "What can we do to improve our libraries?" The Library Commission, the University of Mississippi, and the State Department of Education, approached the General Education Board and discussed the issue. A grant was made by this Board and Gretchen K. Schenk was engaged to direct a study, with Hannis S. Smith as Assistant Director. The result of this study was People Without Books. Mrs. Schenk's survey has been referred to constantly and many library leaders in Mississippi believe that it is more valid today than ever before. Certainly, the basic idea she recommended is still very true:

> "Citizens can best strengthen their libraries by organizing cooperative or regional library systems, financed jointly by funds from the cooperating counties and from the state..."[1]

This recommendation has formed the basis for every ounce of energy and every cent of money that has been made available for library development in Mississippi. Fifteen years of stepped-up library development under the impetus

of the Library Services Act and later under the Library Services and Construction Act has brought new and continued evidence that the original Schenk recommendation is the best pattern of library development for Mississippi and that only in systems of libraries is there any chance for adequacy. Therefore the policies of the Mississippi Library Commission in developing total public library service for Mississippi have been bent in the direction of encouraging and stimulating the building of larger units of service.

In an effort to expand or accelerate this recommendation of Mrs. Schenk's and in connection with the need to review and expand our long range plans for library development, the Library Commission has sponsored many activities involving individuals and groups of individuals that represent various phases of library service in the State: public, school, college and university, and special libraries; boards of trustees for public libraries, Board of Commissioners, other state agencies, Planning and Development Districts, Advisory Council for the Library Services and Construction Act, the Regional Program Officer and in general anyone that would discuss the situation with us. Specific groups, individuals, and activities that were most helpful are listed below:

1. The State Advisory Council on Libraries has offered invaluable advice in the total preparation of all phases of the State Plan. They assisted in the development of criteria as needed to comply with the requirements of the Basic State Plan. They have held three official group meetings to assist in the development of the Long Range Program as well as in the preparation of the Annual Program and its need to conform to the Long Range Program. Individual members of this Council have given extra time and energy in the needs assessment activities and in formulating goals and objectives that would assist in meeting the library and information needs of Mississippi. As a group and on an individual basis they have been most helpful in evaluating current programs in order to determine their value in the Long

Range Program. Many decisions made by this group helped to focus our programs in new directions that have proved most exciting. The names of these Council members and the area they represent are listed in the Appendix.

2. Consultations with the Region IV Library Services Program Officer, Office of Education (Miss Shirley Brother) have been essential to the development of our Long Range Program. Without her interpretations of the Library Services and Construction Act, as amended, this document would be most lacking. She visited the Mississippi Library Commission March 22-23, 1972, and at this time there was an opportunity to review the first draft of the Long Range Program. Many helpful suggestions came out of this meeting and greatly improved the copy that was finally submitted to the Evaluation Center of Ohio State University for an official critique. Many beneficial discussions with Miss Brother concerning the Long Range Program were made possible during the Statewide Library Planning and Evaluation institutes conducted by Ohio State University. Telephone conversations proved to be the great time-savers and often the essence of the conversation was simply "Does it mean this...or this...?" or "Should this be included in one, but not in the other?"

3. The Statewide Library Planning and Evaluation Institutes conducted by the Evaluation Center of Ohio State University during 1971-1972 were most beneficial in the development of Mississippi's Long Range Program. The programs and individual assistance made available through these institutes were most enlightening in that they offered suggestions, ideas, and questions that might have been overlooked otherwise. Mississippi submitted for Region IV their Long Range Program for an official critique from the Evaluation Center and this close look at its development by a team of experts provided new insights on the "impact" of the total program. As a result of the critique and individual consultations with the team members, many aspects

of the Long Range Program changed their focus. Many areas received more concrete justification and documentation and therefore remain the same.

4. Workshop for public library administrators concerning "Long-range plans and...our needs" September 22-23, 1971.

5. "Brainstorming for Library Needs." Planning and Development Committee, representing the Mississippi Library Association and including representatives from all types of libraries. December 7-8, 1971.

6. Department Heads and selected personnel of the Library Commission met on three occasions to accomplish the following:

   A. To formulate and design an instrument that could be used to rank priorities for establishing long-range goals and objectives, based on the needs as expressed by previous surveys, documents, and opinions that had been solicited. A document was drafted and presented to the "Brainstorming" group for them to add to or subtract from according to their opinions. The final draft of this instrument is included in the appendix and the resulting information is presented in the section concerning long range goals and objectives.

   B. To take a close look at current programs being administered by the Library Commission and relate these programs to the goals and objectives that were a result of the instrument mentioned above. They were briefed as to the areas that should be considered in their projection of the current programs: relation to goals and objectives, alternate programs that might better serve the needs of the citizens via public libraries, and ways of measuring the success of each program at any given time. The Department Heads left this meeting with instructions to establish this particular task as Priority Number One and to involve as many of their individual staff members as they could.

C. To present the projects that each department was responsible for expanding or projecting to other Department Heads and selected staff members for their opinions and criticism. As a result of this lengthy meeting, the various Department Heads went back to their "drawing boards" to incorporate new ideas and opinions in a revision of the projects they presented at this meeting. The revised projects have been incorporated in this long range program. Some have remained basically the same, while some have been altered drastically, as new data was collected and presented to those involved in the formulation of these programs.

7. Public library administrators, staff members, and trustees attending the "Legislative Workshop" January 25-26, 1972, were asked to rank the goals and objectives that had been established in the instrument mentioned above and to make comments concerning the goals and objectives that were presented in relation to the needs of Mississippi as they perceived them.

8. The Board of Commissioners for the Library Commission met February 8, 1972 and their opinions and criticisms were also solicited. They, too, were asked to rank the goals and objectives that had been designated as major areas of concern.

9. Directors and planners of the ten Planning and Development Districts of Mississippi met on March 7, 1972, and discussed the proposed long range program for library development with the director of the Library Commission and two consultants. Staff members of the Federal and State Coordinator's Office were also present. A very good discussion and many fruitful ideas came from this meeting.

10. Public library administrators and staff members met again on May 18-19, 1972, for the purpose of discussing the proposed long range program. They were brought up-to-date concerning its development and major aspects of the

program were presented for their review. They offered suggestions and ideas for changes that would provide more effective programs. They were particularly helpful in setting target dates for specific programs.

CONTINUATION OF THE PLANNING PROCESS

Realizing that many of the directions set forth in this document may be obsolete tomorrow, we know the only way that it can serve its original purpose is to update it on a regular basis. It will have to be critically reviewed each year in order to prepare annual programs that specifically describe individual projects that we intend to operate in subsequent fiscal years. In order to keep a five year plan before us at all times, it will be necessary to review, revise, and expand this current plan at least on a yearly basis. As new data is acquired through a continuous assessment of our needs and a continuous evaluation of our goals, objectives, and programs, the new data will be presented to the following groups in order to make the necessary changes, and extend the current plan for another year as part of the continuous planning cycle.

1. Director, Department Heads, and selected personnel of the Mississippi Library Commission.
2. Public Library Administrators and representatives from their Boards of Trustees.
3. The Advisory Council for the Library Services and Construction Act. (A list of the people serving on this council and groups they represent is included in the Basic State Plan.)
4. Board of Commissioners of the Mississippi Library Commission.
5. Program Officer for Region IV (Miss Shirley Brother).
6. The Planning and Development Committee, representing the Mississippi Library Association.
7. Directors and Planners of the ten Planning and Development Districts in Mississippi.

CIVIL RIGHTS ACT OF 1964

All libraries participating in the activities set forth in this long range program are subject to the requirements of Title VI of the Civil Rights Act of 1964.

PUBLIC DISTRIBUTION OF THE STATE PLAN

After final approval of the Commissioner of Education, U.S. Department of Health, Education, and Welfare, of the Basic State Plan and acceptance of the Long Range Program and Annual Program all three parts of the total State Plan shall be printed and mailed to the following: (1) administrative libraries (public, school, college and university, special, and private) within the state; (2) each state library agency in the United States; (3) directors of each of the Mississippi Planning and Development Districts; (4) Mississippi Library Commission staff members; and (5) Budget Commission and Legislative Committees.

CHAPTER I

MISSISSIPPI SETTING

THIS IS MISSISSIPPI

Said to be a land of romance, it is also a land of the Indian, the Spanish and French voyageurs, of cotton and magnolias, and lazy rivers, moss-laden trees, noble Greek Revival mansions, proud men who fought because they believed in a cause, and Civil War, poverty, desolation, then rebirth, hope, humming factories, and ribbons of concrete.[2]

Mississippi flew the flag of the United States for the first time in 1798 when it became a territory. Finally, in 1817, the Mississippi Territory was divided and on December 10 of that year Mississippi became the 20th State of the Union. The capital was located in several towns but finally found a home in Jackson in 1822.

In 1806 the Mexican variety of cotton was introduced to the Natchez area and cotton became a major cash crop in Mississippi. Swamplands of the Delta were drained and levees thrown up to control the floodwaters of the Yazoo and Mississippi Rivers. The lure of cotton wealth brought people from other Southern States to Mississippi and the population of the state was boosted from 40,352 in 1810 to 791,305 by 1860.

Then came the Civil War - the great war that severed the Union. Many of the battles were fought in the State and many Mississippians died. The wealth and resources of the State were sapped. After a 47 day siege at Vicksburg, the fate of the Confederacy was virtually sealed. Reconstruction began. Once again the people of Mississippi turned to cotton for its economic staple. The sharecropper-tenant system was born out of an abundance of land and vast numbers of unemployed laborers.

Timber also became exploited by capitalists who came in with the money to buy the land, cut the timber and ship it out. By 1920, the last of the great

virgin pine forests of South Mississippi had been stripped. All that was left was unemployment, and ugly, naked, eroding land.

The great Depression brought cotton down to five cents a pound and many farmers left it in the fields to rot. Government leaders began calling for industrialization of the State, but public opinion in Mississippi was hostile toward industrialization. Not until 1936 with the unique public financing of BAWI - Balance Agriculture With Industry - did industry receive the stimulus it needed. For the first time, in 1965, Mississippi boasted that manufacturing employment exceeded agricultural employment.

Agriculture still pumps around $1 billion a year into the State's economy, but a solid layer of industry stretches into every part of the State - chemicals, metals, petroleum, wood, apparel, electronics, plastics and even space hardware for several years at the Mississippi Test Site in Hancock County. No longer in use as a testing facility, it was established as a testing ground for the Saturn launch vehicle.

Forest products produced in Mississippi were valued at an estimated $1 billion in 1970. Oil and gas production has ranked Mississippi in the top ten states in the nation and has made this resource a major contributor to the State's economy. Gulf fisheries have made Mississippi a leading seafood producing state. Since Territorial days, waterways and ports have been a major resource. Today the State's economic development program has broadened from a search for industry to promotion of tourism and marketing of agricultural and forestry products. With the establishment of the Research and Development Center, Mississippi has added research as another vital ingredient of economic development. This agency was designed to apply a "systems approach" to economic planning. This approach heavily influenced the cooperative effort of the State and Litton Industries to launch construction of a $130 million automated

shipyard at Pascagoula. Mississippi workmanship in the construction of nuclear submarines and maritime vessels is known worldwide.[3]

MISSISSIPPI'S LAND

Bounded on the west by the Mississippi River, the State covers 47,716 square miles. It has an extreme length of 330 miles and the extreme width is 180 miles. To the south is a coastline that fronts on the Gulf of Mexico for a distance of 100 miles. The longest man-made beach in the nation stretches the 27-mile length of Harrison County.

A mild climate, abundant w[illegible]r, fertile soils, and attractive topography contribute to a productive, pleasant life for the inhabitants of Mississippi. Generally, the State is hilly, reaching a maximum elevation of 806 feet at Woodall Mountain in Tishomingo County in the northeast and spreading over a panorama of rolling hills that finally merge with the tidal meadows of the Gulf Coast where the sandy beaches have created a popular vacationland.

The most pronounced surface feature in the State is the alluvial plain, lying between the Mississippi and Yazoo Rivers in the northwestern part of the State. The "Delta," as it is called, stretches north for 200 miles from the juncture of the two rivers and averages 65 miles in width, containing some of the richest black soil in the world. The land itself offers no physical barriers to the development of library service.

MISSISSIPPI'S HIGHWAYS

Mississippi's vast network of roads and streets is the lifeblood of the State's economy. End to end, they would measure approximately 10,700 miles in length. Mississippi has a total of 678 miles on the Federal Interstate System authorized by the F[illegible]eral Aid Highway Act of 1956. Four highways are included in this system, these being Interstate 55 which parallels present U.S. Highway 51; Interstate 59 which parallels present U.S. Highway 11; Interstate 20 which parallels present U.S. Highway 80; and Interstate 10 which will

parallel present U.S. Highway 90 when completed. A new $600 million highway program was funded in the 1972 Legislative Session that will add much improvement to the state highways and provide added access to many areas of the State.

MISSISSIPPI'S GOVERNMENT

STATE

The government of Mississippi functions under a constitution written in 1890 and many times amended. The laws of Mississippi were codified in 1930, and revised in 1942 and 1952. In 1956 the Code was recompiled and is currently in use.

The constitution calls for a republican form of government where the voters of the state elect officers to run the government. There are three branches of the government: legislative, executive, and judicial.

The Legislative Department of state government is made up of two houses. The Senate currently is composed of 53 members and the House of Representatives is made up of 122 members, with members of both houses serving four-year terms. Prior to 1970 the legislature met in regular session in even numbered years. It now meets annually and convenes on the first Tuesday after the first Monday in January and is limited to 90-day sessions unless extended by mutual agreement of both houses. Extraordinary sessions may be called by the governor, and only matters presented by the chief executive may be considered.

The Executive Branch of the government is headed by the governor, other elected officials and many executive agencies. The following executive officers are elected by popular vote: governor, lieutenant governor, the secretary of state, the state treasurer, the attorney general, the state superintendent of public education, the commissioner of agriculture and commerce, the commissioner of insurance, the state auditor of public accounts, and the land commissioner. Many of the heads of administrative agencies are appointed by the governor while some are selected by a board and appointed with the approval of the governor.

The Judicial Branch of the state government is made up of a supreme court, circuit courts, chancery courts, county courts, justice of the peace courts, and municipal courts.

COUNTY

Mississippi is divided into 82 counties, each of which is subdivided into five smaller districts or beats. These counties are subdivisions of the state and are completely subject to its will. The center of the county's government is the county seat in which is located a courthouse, along with a jail. In the course of time the county seats have often changed and nine counties have two county seats. County officers have offices in the courthouse and they include the sheriff, chancery clerk, county superintendent of education and most important of all the county board of supervisors.

The supervisors are the chief administrators of a county. The chief duty is the financial management of the county, including the levying and equalizing of taxes, the appropriation of funds and the issuing of bonds. They also have full charge of maintaining county roads. The board of supervisors is made up of five members elected by the people from districts called beats. The county may let each beat choose its supervisor, or it may have all electors of the county vote on the supervisor from each beat. Each supervisor must live in the beat he represents and must own real estate worth at least $1,500. His term of office is for four years and there is no limit on the number of terms held. Members of the board of supervisors have limited legislative, judicial and executive powers. They are required by law to meet every month and special meetings may be held on the call of the president or of any three members.

MUNICIPALITY

Mississippi has 278 incorporated municipalities and there are three different types of government: (1) the Mayor-Board of Aldermen form which represents the majority; (2) the Commission form is found mostly in the larger cities; and (3) the Council-Manager plan which is the newest form and only possible through legislation of 1948 and 1952.

CHAPTER II

STATEWIDE LIBRARY PROGRAMS AND RESOURCES

Library programs and resources at the state level are primarily invested in the duties and responsibilities of six different agencies. All of these agencies work cooperatively in the operation of programs and in the sharing of resources. However, there is no systematic organization or coordination of the programs or resources and this fact has been stated by many library leaders as a most pressing need. The six state agencies and their responsibilities at the state level are listed below:

MISSISSIPPI LIBRARY COMMISSION (1926)

The Mississippi Library Commission is essentially the libraries' library, since its primary purpose is to aid in the development and operation of the State's public libraries. As of September, 1971, some type of public library service was available to the residents of Mississippi in all of its 82 counties. None of the service offered is adequate according to ALA Standards, but there is some kind of service offered in all counties and supported by public funds. The support varies from $0.17 per capita to $3.39. In many counties there is only one unit of service with no effort made to take the service to the people throughout the county. The service is available only if the people go to the location of the service, which in one county is only through bookmobile stops. This may not sound like much progress, but 20 years ago there were 28 counties that had no public library service of any type.

In 1926 the Mississippi legislature recognized the importance of general public library service and established the State Library Commission to promote its development. The Commission was reorganized in 1952 and was designated by its present name in order to eliminate confusion with the State Library, that is, with the law and reference library which serves the legislature.[4]

The Mississippi Library Commission is governed by a lay-professional board of commissioners, is administered by a director and currently is staffed by some 72 full-time and nine part-time persons working in the following areas: administration, consultant services, circulation, reference, book selection and technical processing. The board of commissioners is composed of five members appointed by the governor for overlapping terms. The director of the Commission is appointed by the board for a period of four years and while eligible for reappointment, may be removed by the board for cause.[5] The director's salary is set by the Legislature and all members of the staff are paid in accordance with a formal classification and pay plan established by the Legislature in 1970 and administered by the Classification Commission.

The functions of the Mississippi Library Commission are spelled out in detail in the law and quoted later, but a summary of these functions is as follows:

1. To give advice and concrete help upon request to public libraries or to communities proposing to establish libraries.
2. To campaign for and help organize local libraries.
3. To give direct library service to persons who do not have public libraries and also to state employees and to institutions.
4. To purchase books and to circulate them to libraries.
5. To publish library lists and circulars and to conduct library instruction.
6. To administer state aid to local libraries and to accept and administer federal funds for library purposes.
7. To obtain annual reports from all Mississippi public libraries.
8. To make annual reports to the legislature.

As one can readily see, the Library Commission has a wide range of responsibilities and may engage in a variety of pursuits so long as they are aimed at establishing or improving free library service throughout the state. The degree to which the functions mentioned above are carried out depends largely

upon the financial resources made available. In recent years the legislature has increased the appropriations for this agency substantially, but it can still support only a modest program of library development. For fiscal 1973 the legislature appropriated $1,030,378, which for the first time includes a major state aid program. The Table which follows shows a clear picture of increased state appropriations.

MISSISSIPPI LIBRARY COMMISSION

INCOME FROM

STATE OF MISSISSIPPI

1973	$1,030,378	
1972	472,675	
1971	333,673	
1970	237,500	Biennium
1969	237,500	
1968	175,000	Biennium
1967	175,000	
1966	127,500	Biennium
1965	127,500	
1964	105,000	Biennium
1963	105,000	
1962	103,500	Biennium
1961	103,500	
1960	96,000	Biennium
1959	96,000	
1958	93,500	Biennium
1957	93,500	

The passage of the Library Services Act in 1956 provided the encouragement and support needed by librarians, trustees, governing officials and citizens, to focus their attention toward the extension and improvement of library

service in Mississippi. The Library Services Act became effective in 1957. Since that time, Title I, through many programs, has provided service for the first time to 797,174 people, library service has been improved for 1,038,359 people in Mississippi, and local support for libraries - $817,338 in 1957 - has increased to $3,727,438 in 1971 as a direct result of the encouragement provided by funds from this Act. It has provided library service to 44,000 people in institutions and to approximately 3,000 blind and physically handicapped people.

Funds for library construction were added to the Library Services Act in 1964 making it the Library Services and Construction Act. Under this program, Title II, Construction, Federal funds could be matched with local funds for library construction. From 1965 to 1971, these funds have enabled the building of 32 new or remodeled libraries in Mississippi. As of March 1, 1972, 30 towns in Mississippi are waiting for construction funds, having filed applications with the Mississippi Library Commission.

Through Title III of LSCA a statewide telephone and teletype reference service has been instituted, using resources of the participating universities, special, school, and public libraries more advantageously. This is a service that fits a definite and important need, as well as fostering understanding among the various types of libraries in Mississippi.

The following Table shows the total amount for all Titles received by the Mississippi Library Commission through the Library Services and Construction Act, as amended, since it became effective in 1957.

MISSISSIPPI LIBRARY COMMISSION

FEDERAL APPROPRIATIONS

LIBRARY SERVICES AND CONSTRUCTION ACT

1972	$ 778,155
1971	676,481
1970	622,163
1969	701,543
1968	913,900
1967	1,019,090
1966	759,536
1965	763,754
1964	172,914
1963	173,211
1962	173,202
1961	191,340
1960	193,061
1959	150,856
1958	131,012
1957	40,000

The Mississippi Library Commission has long emphasized the desirability of library service in depth as well as breadth, and, in keeping with Mrs. Schenk's survey People Without Books, has advocated that local governments and/or libraries join to form systems. This enlarges the area of service and provides a more adequate base of financial support. This joining is made possible through the legal provisions as stated in Sections 6202-6205 of the Mississippi Code, 1942, as amended. Many plans for this type of service have been considered but there has been no adoption or support for any one plan. There are 15 multi-county systems in the state, but they have joined out of

mutual desire and consent of the counties involved rather than in accordance with an official plan. Most of the systems are consolidated with one operating budget. In only one case is there a contract for service rendered rather than a pooling of funds. Great need has been expressed for an organized plan of systems development that would establish a goal for providing adequate service to a given population according to ALA Standards.

As previously stated in the summary of the functions of the Mississippi Library Commission, the agency was established as a service agency to the library communities of the state and has no authority or control over library activities. The agency serves only in an advisory capacity and works with the public libraries through the Department of Consultant Services. However, every professional employee on the Commission staff is utilized as a resource person and acts as a consultant to libraries when the need arises. Consultants, as well as other staff members, travel many miles each year in order to fill requests for advice concerning library problems. These requests may come from Boards of Trustees, librarians, Boards of Supervisors, Mayors, or groups of citizens. This has certainly become one of the most beneficial types of service rendered by this agency.[6]

Possibly no other program has claimed more public interest than that of public library construction, made possible through Title II funds from the Library Services and Construction Act. From its beginning the Title II program has created vital interest in new library buildings. In addition to the interest and pride that citizens feel in their new libraries, many other benefits have resulted. In the actual construction of the buildings, jobs have been provided, aiding the economy. Larger and more attractive facilities have tripled the use of library service, increasing employees to give service. Also, it is a well-established fact that industries seeking a location make inquiry as to what

public services are available in a community, and good library service is a strong inducement for attracting industry, thereby, again, boosting the economy.

Another service provided by the Commission is assistance in collection development. The staff of the Library Commission's Acquisitions Department advises librarians in selecting appropriate books, periodicals, audio-visual materials, etc. In addition to helping with the book collection within the local libraries, the Commission has developed an invaluable supportive collection to enrich the total available library resources of the State. However, the collection is still inadequate to meet the increased and changing demands made upon it. For the past two years an increased effort has been made to strengthen the collection by adding many older basic books and sets that were not bought when published because of lack of funds. Many more technical and specialized books have been purchased. Extensive weeding has improved the quality of the collection and many new editions have been purchased as replacements. The total collection of the Commission represents about 300,000 volumes, with about two-thirds of these volumes being on loan to the public and institutional libraries of the State.

The Reference Service provided by the Library Commission serves to enable all citizens of Mississippi to have access to the resources of virtually every library within the State. Citizens are able to satisfy their mental hunger for educational materials by filing special requests with the Library Commission for information and for books not owned by their local libraries. If the material requested is in the Commission collection, it is immediately supplied to the local library. If the material is not owned by the Commission, then a search begins via the rapid WATS Reference Service. This service connects the Commission with three universities and the Research and Development Center through teletype machines that were installed in 1968. The search for material goes beyond state boundaries, if the patron requests this service. Twice a week

the Library Commission calls the administrative units that are a part of this program to take requests for special material that could not be supplied at the local level.

A Central Processing Center was established in Fiscal 1969, to render technical assistance to libraries that lacked the qualified professional staff required to catalog and classify library materials properly. Through this Center the Commission processes books for local public libraries, institutional libraries, and certain state agency libraries. Membership in the Center was limited in the beginning, but has been expanded to include more libraries. It presently includes 22 public libraries, five state agencies and 11 institutional libraries.

Library service in state institutions is now provided in all of the institutions except one and negotiations are being made to establish service in this one. Some of the institutions provide their own librarians and the Library Commission provides librarians in other institutions. It is hoped that eventually all of the institutions will be able to employ librarians so that the Commission may use state and federal funds to provide more material and equipment to better serve the needs of the residents. Two consultants now coordinate the programs that are in operation.

The Department of Service to the Blind and Physically Handicapped was established in July of 1970. Patrons are served by mail primarily through public libraries which take applications for service and book request lists from patrons. Free magazine subscriptions are a very popular aspect of the service. Reading materials are mailed from Jackson to the patron and returned postage free. The department has approximately 11,870 books in all formats. At the end of June, 1970, the department reported 1,529 blind readers and 1,075 physically handicapped readers.

The Library Commission has provided materials for a "pre-packaged" Summer Reading Program for public libraries since the summer of 1970. The package

consists of various materials and a manual that outlines the program, discusses the philosophy of summer reading programs and makes suggestions for attracting potential readers.

The Intern Program conducted by the Library Commission since 1958 continues to strive to encourage young people to seek careers as professional public librarians in the public libraries of Mississippi. Library Science students are the primary target of this program and after they have been selected for participation they are assigned to public libraries that agree to provide the participants with a variety of experience during the summer months.

In order to provide the direct financial assistance so desperately needed by public libraries, the Commission has combined the state aid with federal aid via LSCA and administers several Grants Programs. A per capita grant (currently 10 cents) is given to multi-county libraries to help equalize the support of the systems that are made up of counties with great differences in assessments.

Since 1948 the State has provided funds for direct payment to local libraries. These funds began at $22,500 per year and in 1971 approached $125,000. The Incentive Grants Program was initiated in 1970 as a form of state aid. Designed to assist with staff improvement in public libraries, this program has been funded solely from appropriations by the Mississippi Legislature, as they increased the Library Commission's appropriations by 42% in 1971 for the purpose of increasing assistance to public libraries through this program. This is a 60/40 matching program to be phased out four years after a library receives the first grant.

Because of the interest in this type of program, citizens, librarians, and trustees asked for a permanent program of state aid for staff improvement, rather than the phase-out Incentive Grants Program mentioned above. They asked for a program designed to provide the salary of a professional librarian for each 25,000 people served in any given library system. This program was

designed and presented to the Legislature in 1971. It lost its passage in the House by eight votes, but passed in the Senate with no vote against it. The Library Commission requested appropriations for this permanent Personnel Grants Program again during the 1972 Legislative session and it won passage by an overwhelming majority. Mississippi was united in her efforts to have this program funded and the results of this effort were obvious as the votes were counted. This new Personnel Grants Program will replace the Incentive Grants Program mentioned in the paragraph above.

Special Projects are also funded through the Grants category of the Library Commission's budget. Libraries make application and present their proposals to the Commission for funding. Priority is given those projects that are designed to improve service to the non-user with special emphasis on the disadvantaged, handicapped, aged, or other special segments of Mississippi's population. Three projects are currently being funded under Title I, LSCA: (1) portable libraries for disadvantaged homes was funded to the Tombigbee Regional Library and designed to improve the cultural and educational atmosphere of disadvantaged homes; (2) another project designed to reach the economically disadvantaged was funded to Sunflower County Library for a joint operation with Bolivar County; and (3) Books by Mail was funded to the Meridian Public Library for a 21 county cooperative effort designed to reach the non-user, the disadvantaged, the shut-in, and the large rural population in these 21 counties.

For specific laws pertaining to the operation and control of the Mississippi Library Commission, see Sections 6210-01 through 6210-06 of the Mississippi Code, 1942, as amended.

STATE LIBRARY (1838)

By an act of the Legislature of February 15, 1838, the State Library was established. It had its inception in the joint resolution of the first session of the Legislature 1817-1818, authorizing the Secretary of State to purchase for the State such books as the Secretary of the Territory was required to

purchase. The oldest state agency in Mississippi, it is essentially a law library, incorporated and maintained primarily for the benefit of the State Officials, Legislators and Lawyers of the State.[7]

The library is open to the public, but since it is a reference library containing for the most part legal material and reference books of a general nature, no books are allowed to circulate from the library except within the Capitol.

The Legislative Reference Bureau is housed in the same facilities as the State Library and was created by the Mississippi Legislature in 1938. Its primary purpose is to secure, store, and retrieve printed information concerning proposed bills needed by members of the Legislature. (See the Mississippi Code, 1942, as amended, Sections 9037-9054 and the Constitution of the State of Mississippi, Section 106.)

MISSISSIPPI DEPARTMENT OF ARCHIVES AND HISTORY (1902)

The Department of Archives and History was created by the Mississippi Legislature in 1902. Its objects and purposes are to preserve forever the true record of Mississippi's heroic past, to collect and care for official state papers as they become non-current, to edit and publish articles and documents bearing upon the history of Mississippi from the earliest times, and to serve as a clearing house for information on all phases of Mississippi's colorful history.[8]

The Department of Archives and History is housed in a new building dedicated on June 3, 1971. It is located on North State Street on the same block with the Old Capitol and the War Memorial Building.

Since most of the information collected and housed within the boundaries of this agency represents official records or rare items, none of the material is circulated. Microfilm and photocopy service is available at a small charge. The public may use the service directly or through other agencies. During

Fiscal 1970-1971 this department rendered service to approximately 78,173 people. The clientele of this agency is primarily genealogists, scholars, and students.[9] (See the Mississippi Code, 1942, as amended, Sections 6180-6182.)

MISSISSIPPI RESEARCH AND DEVELOPMENT CENTER - Information Services Division (1964)

The Mississippi Research and Development Center was authorized by the State Legislature in 1964, with its key function being to carry out applied research, technical assistance and service programs designed to accelerate Mississippi's economic development. This agency also acts as a clearinghouse for the State to maintain and disseminate information needed by development agencies, industrial and business firms and by the state government.

The Information Services Division is responsible for maintaining a special Mississippi data center. There are about 5,000 volumes in this technical collection; plus the latest manufacturers' directories from every state; telephone directories for all Mississippi towns and major United States cities; scientific, technical, business, and economic periodicals; computerized/microfilmed data bank of pertinent newspaper clippings and Center publications. This division also maintains a film lending service for business and industrial companies.

The service of this division is available to anyone who requests information, provided the request is a reasonable one and related to the development of Mississippi's economic resources. The material must be used on the premises, except when requested through inter-library loan. Photocopies can be furnished at 10¢ per page.

The Information Services Division works closely with the Mississippi Library Commission in supplying the public with technical information and is a part of the rapid WATS Reference Service coordinated through the Library Commission. A teletype machine connects the R & D Center with the three universities in the State as well as with agencies and institutions outside the State that are equipped with teletype services.

DEPARTMENT OF EDUCATION - EDUCATIONAL MEDIA SERVICES (1966)

Educational Media Services, formerly School Library Services, is an education information service center, inaugurated in 1966 primarily with federal funds. The Center is a section of the Division of Instruction and serves as a research center for Mississippi educators. Mississippi is one of the few states in the nation which has such a center.

The Center incorporates a Professional Library, a Special Education Instructional Materials Center, and a State Examination Center in its range of services.

The Professional Library contains some 7,000 volumes all in the field of education and operates in close cooperation with other libraries throughout the state.

The Special Education Instructional Materials Center houses instructional materials produced especially for children with learning problems. Both the Professional Library and the SEIMC are circulating libraries.

The Examination Center provides opportunity for local school personnel to evaluate and select learning resources of different types. Many of the materials contained in this collection - books, films, filmstrips, recordings, etc. - are complimentary copies from the publishers and therefore have a restricted loan use.

In addition to library service, Educational Media Services also provides consultative services in audiovisual education. There are three professional and four supporting staff members who coordinate the services provided by the Center. The Center publishes a bi-monthly newsletter and a manual for establishing and organizing libraries called a Primer for Mississippi School Librarians.[10]

STATE DEPOSITORY FOR PUBLIC DOCUMENTS (1966)

A state depository for public documents was established in 1966 (House Bill No. 125) at the Mississippi Research and Development Center. This Act also authorized certain public libraries to qualify as depositories for public documents and provided for a recorder of documents in the office of the Secretary of State. Through this office all depositories receive two copies of each public document printed by all agencies of the State government. The recorder of documents prepares an index of public documents semiannually and furnishes each depository a duplicate copy of the same.

LIBRARY PLANNING AND THE POPULATION

According to the 1970 Census of Population, Mississippi's residents now number 2,216,912 which represents an increase of 38,771, or 1.8 percent from the inhabitants of the state in 1960. The decade of the sixties was one of progress for Mississippi's municipalities as the population continues to shift to the larger cities. Residents numbering 986,642, or 44.5 percent of the population, live in urban areas of at least 2,500. However, 1,230,270 Mississippians still live in rural areas of less than 2,500 people. This fact provides definite directions for library development.

Thirty-eight percent of Mississippi's population is under 18 years, while 52 percent are between 18 and 64. Thirty-seven percent are Negro and other races. Only ten percent of the state's population is 65 years and over. There are more residents in the state at age ten than any other age - 52,166. The median age is 25.1. The Department of Education reports that 705,617 residents were enrolled in some kind of formal education during Fiscal 1971.

Population Growth and Redistribution in Mississippi, 1900-1970 by Ellen S. Bryant summarizes the population trends in Mississippi as follows:

1. A new high of 2,216,912 in Mississippi's population was reached in 1970. The previous high occurred in 1940 when the total was 2,183,796.

2. Rural population - which was also at a peak in 1940 - has since been steadily declining.

3. All of the net growth in Mississippi since 1960 is white and urban. During the 1960's, nonwhites lost 278,000 migrants; whites gained nearly 9,000 in-migrants.

   The total number of nonwhites declined by 97,000 (less than their migration loss because of offsetting gain through natural increase), while white numbers increased by 136,000 persons during the decade. Over the same period, the state's urban population increased by 166,000 while the rural population lost a net of 127,000.

4. As a result of these changes, Mississippi white-nonwhite proportions have reversed from a 40:60 ratio in 1900 to a 60:40 ratio in 1970. The urban proportion of the population has increased from 7.7 percent in 1900 to 44.5 percent in 1970. However, compared to the 1970 national urban average of 73.5 percent, Mississippi is still a rural state.

5. In spite of the high rate of loss of nonwhites from the state population, loss at the county level does not seem to be related to having a high percent of nonwhites. Rather it seems to be related to a lack of urban-industrial growth.

6. Ten general areas of urban concentration have been crystalized out of an earlier dispersed, but relatively dense, rural population. Further crystalizations may develop. Urban growth in Mississippi seems to be moving in the direction of many dispersed centers of growth - a pattern which many students of population distribution see as a preferred substitute to the proliferation of supercities.

7. There was a general tendency for the majority of population centers to grow regardless of size and regardless of whether or not surrounding areas were growing. Seventy-five percent of all population centers in the state showed some increase between 1960 and 1970.[11]

INFORMATION NEEDS AND OTHER INSTITUTIONS

In 1969, the Citizens' Committee for National Library Week compiled A Directory of Special Subject Collections in Mississippi Libraries. The Directory was published by South Central Bell Telephone Company and attempts to list the specialized subject collections and services of Mississippi libraries. A questionnaire was sent to every library in the state and included the following: college and university libraries, public libraries, special libraries and many state agencies that maintain collections of information concerning their special areas. This Directory was sent to all cooperating libraries and is available on request from the Mississippi Library Commission.

This Directory lists the libraries according to their location as shown in the example below:

BILOXI

Keesler Air Force Base Library — Phone: 377-2348

Keesler Air Force Base, Mississippi 39534 — 377-2181

Open to Keesler military personnel and dependents, Keesler civilian employees, retired military and dependents living in area when military sponsor is overseas. General public for reference only.

Hours: Mon. - Fri. 7 a.m. - 9 p.m. Sat. 11 a.m. - 9 p.m.

Special Collections: Technical collection emphasis on electronics (10,000 volumes); World War II (2,000 volumes)..

External services: Interlibrary loan; Limited photocopy at no charge.

Many requests for information are filled by institutions on an informal basis and therefore are not included in the above publication. U.S. Post Offices are constantly supplying public information needs. State and county health offices maintain a wealth of information simply to provide the public with information. Recruitment offices of the Armed Forces, Welfare departments,

social security offices, the Tax Commission, the Department of Education, the Department of Agriculture - just name an institution and you'll find that one way or another it provides the public with information.

How do these institutions affect state library agency planning? The Mississippi Library Commission feels that it must keep "tabs" on what institutions provide what kind of information and primarily for what purpose. Since public libraries are responsible for serving the entire public someone has to keep up with the information that is available and the state agency in this case feels this responsibility. State law does not currently provide for any one agency the responsibility of coordinating statewide resources, so it is presently attempted on a cooperative basis under the leadership of the Library Commission because of the demands of the public. On the other side of the coin, there has been no obvious effect on these institutions in connection with library development and planning as administered through the Mississippi Library Commission - many speculations, but nothing that can be documented.

CONSTRAINTS THAT MUST BE RECOGNIZED

ECONOMIC

When looking at a ranking of states by per capita income, Mississippi always comes out on the bottom of the list. In recent years great effort and interest by state leaders to take it off the bottom of the list has been unsuccessful. However, progress is possible as the most recent increase indicates. From 1969 to 1970, Mississippi ranked 12th in the nation for increases in total personal income. The increase was 8.8 percent, which is more than the nation's increase of 7.1 percent, and slightly more than the southeastern region's 8.5 percent. For this same period of time, the per capita income for 1970 in the United States increased 5.83 percent over the 1969 figure, while the southeastern region increased more, to 7.29 percent. Mississippi, however, achieved a 9.02 percent increase, ranking it fourth in the nation in percentage increase of per capita income. Such increases must be maintained if Mississippi ever hopes to

get off the bottom and to achieve at least the national average. If both rates of growth remain the same, Mississippi will reach the national per capita income around the year 2000. There appear to be forces at work to bring to life Mississippi's sleeping economy.[12]

With these facts in mind, the need for increased financial support for the improvement of library services is definitely a constraint to be reckoned with. And the economic constraint does not end with per capita income. Libraries are supported at the local level by taxation on property and the assessed value of real estate in most counties is far below its real value.

LEGAL

Legally, statewide library efforts have been curtailed because of our inability to convince the governing officials of the value of library service. This is true at the state level as well as the local level. State aid has been authorized since 1948, but very little has been appropriated until the 1972 Legislative session. Counties, by law, may levy up to two mills for library support, but only six counties currently levy the maximum. Municipalities may levy, by law, only one mill for library support, and the majority levy the maximum or equal the maximum in general funds. (See Mississippi Code, 1942, as amended, Sections 6200-6201-01.) One constraint in getting favorable legislative action on state aid has been that most counties have provided less than the two mills allowed by law for library support.

These are barriers that must and will be conquered before any substantial progress can be made in the improvement of library service in Mississippi. With the funding of the Personnel Grants Program in 1972 by the State Legislature, a milestone has been reached that should provide easier access to greater participation by the State in the future for financing more adequate library service.

TEMPORAL

The major constraints in this area concern the budget request that has to be presented to the Budget Commission on August before the fiscal year begins the following July. This makes it very difficult for the state agency to alter plans for projects or add to the budget request monies needed for programs that had not been anticipated in the August presentation. This is particularly true in the development projects, because one cannot foresee timely interest in a community for library service until that interest is made known.

On the local level, counties and municipalities operate from October through the next September and most of the tax money is not available until the first of March. This means that libraries have to request their money in September and hold enough over from the previous year to operate on until the tax money is available in March. This hampers the operation of service considerably.

REAL RESOURCES

Mississippi has employed in her public libraries about 20% of the number of professional librarians currently needed to approach ALA Standards. Five percent of these are approaching retirement.

If there were no financial constraints to consider, it would take a great deal of time to acquire the professional personnel needed to serve Mississippi's library needs. Of the supporting staff needed about 55% is currently employed. It would take more than $4,000,000 in funds just to employ the needed personnel. Local support of public libraries for all purposes in fiscal 1971 was only $3,415,149. If the money were available to employ this number of added personnel, it is highly unlikely that the state could provide the facilities to house the service they might render. In fiscal 1971 there was a total of 656,648 square feet being used for library purposes, and a great percentage of this is inadequate. However, if one assumes that it could continue to be used, Mississippi would need a total of 1,232,913 square feet to serve the needs of

its population and this is a rough minimum estimate based on ALA standards. At $25 per square foot it would take approximately $14,406,625 just to provide what is needed today in order to house the people and materials required to render ALA standard library service. And speaking of material, it would take approximately $25,076,858 just to purchase the books, not recordings, films, etc., that are needed to adequately serve library needs, and another $1,193,412 annually to acquire the current books needed. These constraints are shown on Chart I in another chapter, and are clearly recognized needs.

CHAPTER III

DECISION MAKERS

MISSISSIPPI LIBRARY COMMISSION

As already stated in Chapter II, the laws of Mississippi established a Board of Commissioners to govern the activities of the Mississippi Library Commission. This Board has the authority to employ and remove from office the Director of the Mississippi Library Commission. The Director is directly responsible to the Board of Commissioners and recommends to the Board the employment of such personnel as is needed to carry out the duties of the Commission. An organizational chart is included to show the layout of services rendered by the Commission and the positions responsible for supervising or coordinating these services.

The organizational chart shows the position of Associate Director which is currently vacant, but this position normally shares administrative responsibility with the Director. The activities of the Commission are served through seven major departments. The Department Heads usually work independently under the general supervision of the Director. Staff members of each department are assigned specific tasks to be completed according to policicies and procedures previously established. Changes in policies and procedures must be made by the Director and approved by the Board of Commissioners.

DECISION MAKERS OUTSIDE THE STATE AGENCY

Almost any group or organization that has sufficient strength in numbers and/or influence with the majority can effect library planning in Mississippi. From the state level, decisions made by the Library Commission carry no authority over any group except in the allocation of assistance through programs offered to public libraries and to various institutions that participate through interlibrary cooperation projects, etc. Therefore, should any of these groups, organizations, and institutions decide on other methods of meeting their needs, these decisions would greatly effect library planning. The policies, procedures,

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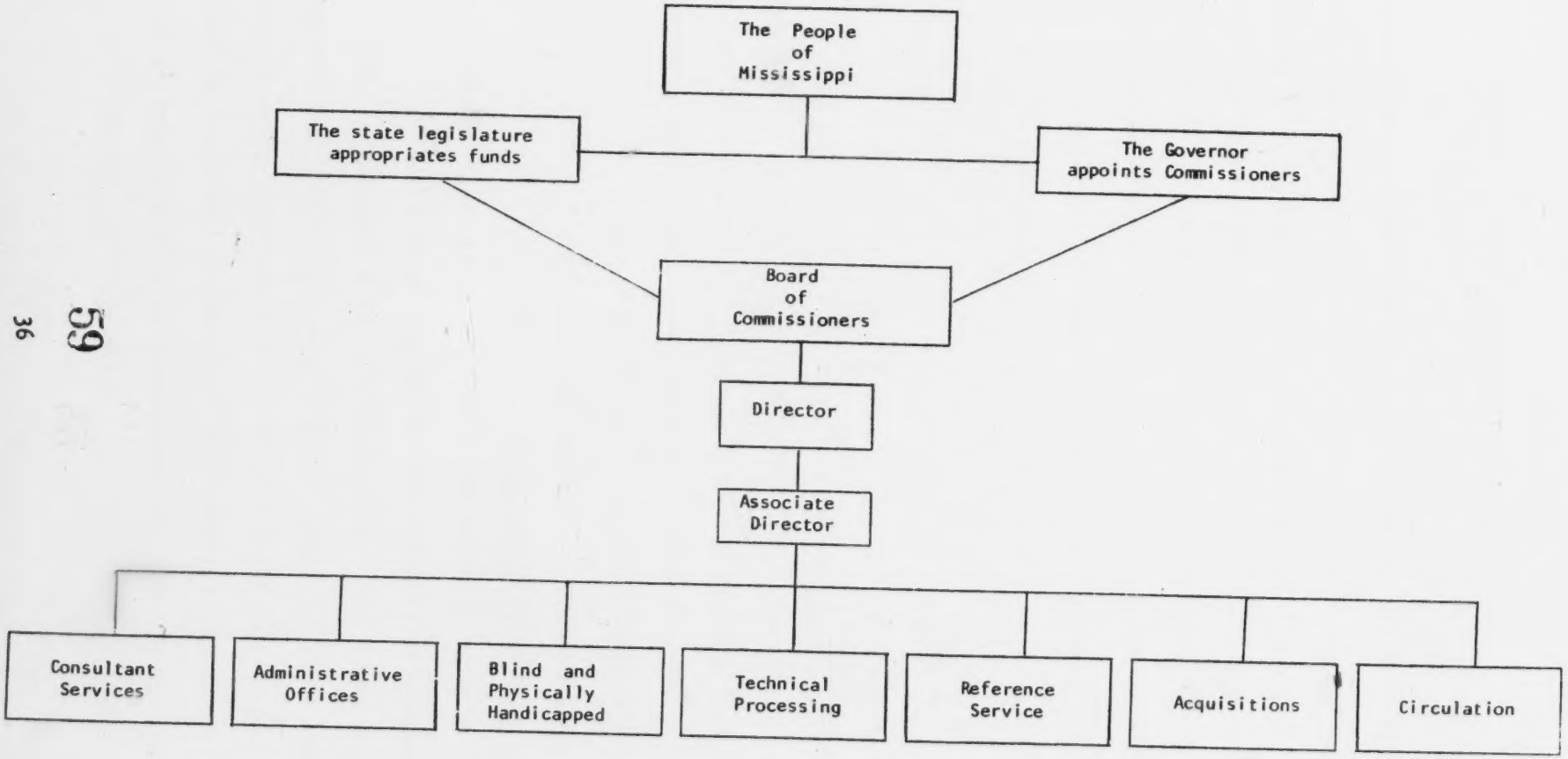

ORGANIZATIONAL CHART

(Includes only those people who are involved in major decision making)

and reasons for existence of all these groups, organizations, etc., must be considered in the total planning process. If institutions of higher learning decided that they were not benefiting sufficiently through the current inter-library cooperation project, their decision would certainly effect the planning set forth in this long range program. If any or all of the state institutions currently receiving library service for their residents through programs established by the Library Commission, should change their policies and procedures for operation, library planning involving the needs of their residents could easily be effected. If the Board of Trustees for any one library decide that their library will not participate in the programs originating at the state level (and some have made this decision) their action has its effect on library planning. The library and the people it serves or doesn't serve, as the case may be, must be considered in the planning process in a different manner because of the decision made by the local board of trustees.

The Mississippi Legislature also has its effect on library planning when it decides that a program is or is not worthy of appropriations. Library planning cannot be complete without the decisions of this group. If the Legislature does not appropriate funds for a specific program, this in essence constitutes veto power for this group. If the Legislature does appropriate the necessary funds, the Governor can veto the appropriation.

The budget request of the Mississippi Library Commission must first be presented to the Budget Commission which in turn recommends a budget for all state agencies to the Legislature. The Legislature can accept or reject the recommendations of the Budget Commission through action in the Appropriations Committees of both houses as well as directly from the floor of either house. Therefore, the decisions of all of these groups have their effect on statewide library planning.

At the local level a similar situation exists in the decisions made by governing officials of municipalities and counties. Decisions made by these groups effect local library planning which in turn effects statewide library planning.

PLANNING AND EVALUATION - RELATIONSHIPS

The current organization chart of the Mississippi Library Commission does not provide a position of planner or evaluator. These activities have in the past been completed by various members of the staff depending on the program involved. Planning and development of library service has been the primary responsibility of the Department of Consultant Services working in close cooperation with the Director and Board of Commissioners. Other facets of planning have been conducted by various Departments and always coordinated through the Director and Board of Commissioners.

This long range plan provides for a position of evaluator in Fiscal 1974 to work directly under the supervision of the Director and provide the necessary data for effective decision making. This addition to the staff is discussed in more detail in a later chapter.

DECISIONS AND THEIR CRITERIA

The needs of the moment and their relation to goals and objectives of a particular program are the basic criteria for decision making at the state level, as well as the resources available to help satisfy the need. Personal judgement and past experience often play heavy parts in decision making. Of course this all depends on the particular decision that must be made. If the decision concerns an established program with criteria written in the program there is no problem. If the decision to be made has no established criteria, people and information involved in this decision are consulted. If time does not allow consultation with people or information then the individual staff member must make the decision based on the information at hand and rely heavily on personal judgement and past experience.

CHAPTER IV

NEEDS ASSESSMENT ACTIVITIES

All of our needs assessment activities have led to the conclusion that our greatest current need is "The need to know more" - more about the library service that is now available in Mississippi in relation to the service that should be rendered; - more about the quality and performance of the service rendered, once it has been defined, in relation to what it should be and - more about measuring either of these areas in a way that produces valid and reliable results. We have felt helpless in trying to express meaningful needs without accurate information concerning the current status of our total library program. We have felt just as helpless in trying to establish goals and priorities based on needs that are not adequately documented. And so - the questions arose: (1) How do we find out where we are - service wise? (2) How do we determine where we should be? and (3) How do we develop a feasible realistic plan to get us from one state of library development to another without first knowing "where we are" and "where we are going"? Our answer to the third question begins in this chapter and concludes with the Appendix. Between this chapter on "Needs Assessment" and the conclusion we have attempted to present the needs that could be determined according to information available and to develop programs and activities related to goals and objectives that would help us to determine where we are and where we are going.

Answers to questions one and two above do not appear so readily on the horizon. We began a search for these answers by scanning the literature to see what other states were doing, but it seems that the nation as a whole is seeking answers to similar questions. The most promising hope for these answers might develop as a result of the feasibility study concerning public library goals - A Strategy for Public Library Change - recently published by the American Library Association, with Allie Beth Martin as project coordinator. This publication expresses our "need to Know" questions much better than we can

and has proved most helpful in allowing us to evaluate the scope of our long range program in light of what seems to be library dilemmas all over the nation.

PUBLIC LIBRARY NEEDS ACCORDING TO ANNUAL REPORTS

This information has been compiled from annual reports submitted by public libraries concerning their operation during fiscal 1971. When the reported information of current resources was measured according to the American Library Association's Minimum Standards for Public Library Systems, 1966, many needs were made obvious. The hard data is presented on Chart 1. A list of the needs of public libraries that were derived from this activity is presented below. Please note that these needs are stated only in quantity. We have made no attempt to project the quality or subject matter needed in any category. We have tried to arrive at a minimum estimation in number and cost for the resources needed to provide adequate library service for Mississippi - adequate service which has not yet been determined. We had no choice about which came first. The following facts were available and there was a standard by which these facts could be measured. We do hope at some future date to estimate the need in quality and performance of library service in Mississippi.

(1) LIBRARY MATERIAL:

A. Books (current)	- 4,346,143 volumes at $6 per volume	$26,076,858
B. Books (annually)	- 198,902 volumes in addition to current annual acquisitions at $6 per volume	1,193,412
C. Recordings	- 35,921 in addition to current annual acquisitions at $5 each	179,605
D. Films	- 10,733 in addition to current acquisitions at $150 per film	1,609,950
E. Periodicals	- (Not accurately reported, no estimate)	--
TOTAL AMOUNT NEEDED FOR CURRENT AND ANNUAL MATERIAL ACQUISITIONS		$29,059,825

(2) QUALIFIED PERSONNEL:

A. Professional Staff	- 294 in addition to the current staff at $8,500 average salary	$ 2,499,000
B. Supportive Staff	- 336 in addition to the current staff at $4,500 average salary	1,512,000
TOTAL AMOUNT NEEDED FOR CURRENT STAFF (NO FUTURE PROJECTIONS)		$ 4,011,000

(3) Adequate facilities:

To adequately serve the population of Mississippi 576,265 square feet are needed in addition to what is currently available and inadequate, at $25 per square foot . . $14,406,625

(4) FINANCIAL SUPPORT:

Total estimated amount needed in March, 1972, in order to provide service according to ALA standards mentioned above $47,477,450

If library service is to remain a free public service in Mississippi, it will have to receive support from all three levels of government: local, state, and federal. A minimum standard of $5 per capita has been established for the cost of adequate library service in Mississippi as stated in the Basic State Plan. With a minimum of $5 per capita and the 1970 population of 2,216,912 Mississippi needs a minimum annual operating budget of approximately $11,000,000 (see Charts 2 and 6). This does not include any special category for assistance in overcoming the backlog of deficits - this figure is only an estimated operating budget. Each level of government (local, state, and federal) must contribute and if possible by a set ratio. Many states use different ratios according to the condition of library development in each state. Lowell Martin recommended a 50-30-20 ratio at the St. Louis ALA Conference in 1964.

Based on Dr. Martin's recommended ratios of support the following amounts

would be needed by each level of government if the annual operating budget of $11,000,000 is achieved:

Local support at 50% =	$ 5,500,000	or	$2.50 per capita
State support at 30% =	3,300,000	or	1.50 per capita
Federal support at 20 % =	2,200,000	or	1.00 per capita
TOTAL	$11,000,000	or	$5.00 per capita

Local support could possibly reach on a statewide basis an average of $3.59 per capita by 1977 as estimated in the Table shown below. This is based on the maximum tax levy allowed currently by state law - 2 mills for counties and one mill for municipalities. There are approximately 15 municipalities with assessed valuations high enough to make a noticeable difference in the total support needed and they are not required by law to report their assessments to the State Tax Commission. Since there is no central location for acquiring this information, we have simply estimated on a county equivalent basis what might be received from municipalities and that is represented by the 2 1/2 mills shown below:

Population of Mississippi, 1977 (estimate)	2,244,845[1]
2 mills, 1977 (estimate)	
Total	$6,448,683[2]
Per capita	$2.87
2 1/2 mills, 1977 (estimate)	
Total	$8,060,854[2]
Per capita	$3.59

[1] Population 1970 - 2,216,912, up 1.8% over 1960. Population 1977 estimated as up .7% over 1970)

[2] Estimated increase in assessed valuation, 1971-1976, 25% (Assessed valuation increased 27.3% from 1965 to 1970 and 5.4% from 1970 to 1971)

Both state and federal support would have to be increased considerably and granted to public libraries with the provision that it be used to establish or improve library service in the priority areas.

NEEDS ESTABLISHED BY PREVIOUS ASSESSMENTS

A close look at all of the surveys, plans, recommendations, observations, etc., that had been made in the past concerning library needs in Mississippi revealed many that are still outstanding. The are listed below:

(5) To establish a larger population base that could provide more adequate service at a more economical cost.

(6) To provide more specialized resources in material and personnel at the state level for better leadership in library development.

(7) To develop resource centers that would provide comprehensive collections of reference and technical materials within easy access of every citizen.

(8) To initiate more service geared to isolated segments of the state's population: the handicapped, the shut-in, the disadvantaged, the institutionalized and special interest groups.

(9) To provide more adequate facilities for operation of the state agency in order to provide more coordination of all library programs. The Library Commission now operates services from four different locations.

(10) To develop a Public Relations Program coordinated at the state level and operated according to local needs for keeping the various populations informed about library service.

(11) To secure more financial support from the State Legislature in order that the State may assume more of its responsibility for library leadership and equalization.

(12) To establish a film library at the state level to help meet the demands for this service.

(13) To increase local support of public libraries in order to provide more adequate service.

(14) To create a statewide "Friends of the Library" group to assist in the stimulation of library development.

(15) To create an awareness of the potential of libraries and library service.

NEEDS DERIVED FROM GROUP DISCUSSIONS

Meetings were held for the purpose of discussing library needs and goals in connection with the development of long range plans. The groups involved in these meetings are discussed in the introduction. As a result of these discussions and opinions in connection with the needs already mentioned, new areas of concern were discovered. They are expressed below:

(16) To establish a bibliographic center that could provide cataloging information and a mass reproduction of cards rather than the complete technical processing and purchasing now provided at the state level. The concensus of opinion being that this service would be more helpful to all types and sizes of libraries.

(17) To establish a system of certification and classification for public librarians.

(18) To provide more in-service training for librarians.

(19) To provide more storage space for the currently operated book pool containing little-used material.

(20) To work with the Legislature toward the increase in salary of the Director of the Library Commission so that other staff positions may be reclassified in a higher salary bracket in order to attract the special skills and training needed by the state agency in its role of leadership at the state level.

(21) To change the acquisitions' policy of the Library Commission to provide for the purchase of more technical and specialized material and eliminate the maintenance of a collection of material that should be provided at the local level.

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(21) To change the acquisitions' policy of the Library Commission to provide for the purchase of more technical and specialized material and eliminate the maintenance of a collection of material that should be provided at the local level.

(22) To promote a concentrated program of recruitment for librarianship.

(23) To evaluate the current library programs and restructure when necessary.

(24) To encourage cooperative efforts among all types of libraries in order to utilize total library resources now available.

(25) To conduct more research concerning library service.

(26) To provide special resource people at the state level to coordinate with up-to-date information programs in the following areas: (1) planning and research; (2) state and federal programs; (3) evaluation of current and proposed projects; (4) management and administration; (5) audio-visual materials and equipment; (6) special service to children, young people, and adults; and (7) aging or senior citizens.

(27) To improve the network communications currently in operation to overcome (1) the time lag in supplying information, and (2) the misunderstandings of requests caused by relaying through more than one station.

(28) To provide more cooperative services within specified districts through liaison person(s) allowing more specialized service at the state level.

(29) To study the current laws controlling library support at the local level to determine the feasibility of raising the maximum amount of millage to provide more adequate financial support at the local level.

All of the needs as previously stated and originating from the sources cited were presented to (1) the Department Heads and selected staff of the Mississippi Library Commission and (2) the Planning and Development Committee, representing the Mississippi Library Association. These two groups examined the needs in an effort to determine priority for implementation. They eliminated many through a concensus of opinion and combined others that were closely related. The groups finally decided that priorities could not be established without further information because so many of the needs were dependent on others, and almost all of the needs concerned the lack of funds to provide the service.

These same two groups met again on two different occasions and designed an

instrument that established four major goals and related sub-goals that had direct bearing on the needs that were discussed in the previous meetings. This instrument was later presented to as many groups of people as time would allow in order to accomplish some type of ranking of goals and indirectly the needs that had been determined. The instrument used to rank goals for library development is included in the appendix. The groups of people that participated in these activities are as follows:

(1) The State Advisory Council on Libraries which includes a varied representation, such as: librarians of all types; trustees; Federal-State Office; disadvantaged; handicapped; students, businessmen, senior citizens, and institutionalized persons.

(2) Public library administrators, staff members, and trustees.

(3) Employees of the Mississippi Library Commission (professional and clerical).

(4) Planning and Development Committee of the Mississippi Library Association (all types of libraries).

(5) Board of Commissioners of the Mississippi Library Commission (five members: 1. Public librarian; 2. Public library trustee; 3. Federated Women's Club; 4. Academic librarian; and 5. Citizen).

The priorities established through the use of this instrument are presented in the following chapter. The instrument in question is entitled "Please Rank 'Our' Concerns" and this is the basic information that was desired through this activity. There was space provided for adding areas of concern or making comments that had not been considered. Participants were asked to agree or disagree with the basic purpose of libraries in Mississippi and many ideas and suggestions were incorporated in this plan. On the second page of this instrument the groups were presented the sub-goals they were asked to rank on page one. All they were asked to complete in this exercise was to place a value (1, 2, or 3) on the importance of the sub-goals. This activity was not as helpful in establishing priorities as was hoped because most of the participants valued all of the sub-goals as Very Important.

SCHOOL LIBRARIES

From a small collection of books in the corner of an English classroom to a modern learning center encompassing all media, is an example of the changing library scene in elementary and secondary schools. In many school districts there is only one example of this change, while other districts have many.

In 1921, the State Accrediting Commission stated that every high school teaching four units of English must also have a "fully equipped library." Vague as this requirement was, it was a beginning. In 1946 the first state school library supervisor was appointed to assist librarians all over the state and help them search for answers to problems - to help show the faculty and administration the impact of libraries on their programs of instruction.

With the consolidation of schools in the '50s greater enrollments brought larger budgets and more progress was made in developing and improving school libraries. However, it was not until the '60s that the elementary libraries were included in the picture. In the mid-sixties Federal Programs brought money for library quarters, materials and librarians. Centralized elementary libraries sprang up. Other libraries became learning centers, media centers, and learning laboratories.

Libraries received high priority with most of the Federal Programs in their beginning years, and the current situation shows new directions and money channeled toward other needs of the schools. The changes in the school systems in the past few years have depleted local school funds. So, when funds are needed most to continue the momentum of improved library service they seem to be diminishing.

Ninety-five percent of the high schools have certified librarians, but elementary libraries are just beginning a rapid development and qualified librarians cannot be employed without sufficient funds. Add the demand for more medial programs and the funds needed increase considerably. Add to this amount

funds needed for the training and education of all personnel and the total amount of funds needed to support an adequate program almost rises out of sight.[13]

ACADEMIC LIBRARIES

Serious inadequacies exist in the libraries of Mississippi's eight state supported institutions of higher learning. Inadequate book collections seem to represent the greatest deficit. Two of the institutions of higher learning have attained university status within the last decade and have experienced such rapid growth it has been difficult to build adequate collections to support teaching and research programs. With inflation and the increase in the cost of library materials, other libraries have found it difficult just to maintain a status quo. Additional financial support seems to be the only answer. A special campaign began in 1970 to bring the eight libraries up to par with recommendations of the Southern Association of Colleges and Schools. This Association recommends a minimum of 500,000 volumes before a school offers its first doctoral degree and 20,000 additional volumes for each doctoral degree. Two of the universities expect to reach this minimum number of volumes in the coming year, but they also offer as many as 32 degrees above the master's level so the 500,000 minimum collection is not sufficient. Through this special campaign program $15 million is being requested of the State Legislature in "catch-up" funds over a five year period. The first three years of this program have received approximately $5.25 million. In 1973 and 1974 the remaining $9.75 million must be appropriated in order to complete this special "catch-up" program. Many of the university directors feel that this program has been most helpful, but they also foresee many future problems in maintaining the needed level of operation if the special appropriations are not continued. These special appropriations have been limited to the purchase of books and materials, therefore other items in the budget have suffered greatly, namely additional qualified personnel.[14]

NEEDS ASSESSMENTS FOR THE FUTURE

At this point in the development of our long range program, we have been made aware of many missing elements. We have not in any way involved the patron of library service, actual or potential. We have not expanded our needs assessment activities to include the services and/or needs of other types of libraries in Mississippi. There simply has not been time, money, or personnel sufficient enough to acquire this needed information. The scope and magnitude of this task is simply beyond our reach at this time. We considered a "skim the surface" type survey but discarded this idea because it was felt that meaningful data could not be acquired and basically time and money would be wasted. We do not have enough of either to waste any. We need the cooperation of many agencies, institutions, groups, and individuals, in order to get a <u>total</u> picture of library needs in Mississippi. Since the Library Commission has no official connection with other state or local agencies responsible for various aspects of library service - cooperation is the only answer to the accumulation of statewide needs assessment for library development. The State Department of Education has just completed a statewide needs assessment study. This study will be evaluated during Fiscal 1973 and meaningful information incorporated in our long range program. The special committee appointed by the President of the Mississippi Library Association will report to the Association in October, 1972, the need for total involvement of all types of libraries in the development of our long range program. Through the involvement of the Association we hope to secure the cooperation of all types of libraries in providing our long range program with needed information to fill the missing gaps.

The lack of the above mentioned information is so pertinent to our planning that programs and activities concerning the acquisition of these needs assessments have been included in our long range program.

Surveys have been proposed as a means of acquiring the needed information, but we feel that we need more than a survey. We need a thorough comprehensive

study of library service in Mississippi. However, because of the magnitude of this type of study and the cost in time and money this may not be possible in the immediate future. Until a study of this scope can be accomplished, we must gather as much of the needed information as possible without wasting time and/or money and avoid as much duplication of effort as possible.

In light of the above statements, it is hoped that some of the needed information can be acquired through the survey planned by the Southeastern Library Association for Fiscal 1973. The national scene must again be considered as a possible source for assistance in the improvement of our long range goals and objectives because of the feasibility study on proposed public library goals recently coordinated by Allie Beth Martin and published by the American Library Association - title: A Strategy for Public Library Change. This study calls for immediate action and any action taken might well involve and/or effect the activities being considered at this time in Mississippi.

With these facts in mind several doors are open:

1. A self-study program to evaluate what is now being done through public libraries in Mississippi seems most profitable. This kind of activity would allow libraries to take a close look at the service provided in relation to the community and its needs. It could be an educational opportunity in evaluation of library service. Whatever the results might be, time and effort would not be wasted in light of what might be attempted at a later date, from another direction or level; and/or....
2. Various surveys have been proposed as a means for collection of needed information. As stated previously, some of the information that would result from the surveys mentioned below might be attainable through the Southeastern survey. Whether any or all of the surveys described below can be completed will depend, primarily, on the amount of money available to engage the expertise needed to develop, coordinate, and analyze

a total and/or partial study that will result in meaningful information. The user and non-user studies mentioned below are considered most important if only a partial study can be accomplished. A consultant has been engaged to assist in technicalities involved in designing instruments that might be used in the self-study program or other instruments that might be administered in connection with our "need to know" questions. Surveys that have been proposed as possible ways of acquiring needed information have been outlined by the consultant as follows:

A. Survey of Local Elected Officials

This work item requires accomplishment of a study design identifying the procedures required to obtain a representative response from elected city and county officials from throughout the State of Mississippi regarding library needs within their individual areas of jurisdiction. Officials involved in this survey will be county supervisors, mayors and city councilmen. Working with the staff of the Mississippi Library Commission, the consultant will prepare:

(1) A written survey plan identifying the objectives to be achieved by the study, the general method to be employed, justification of the methodology recommended, the universe to be surveyed, and general specifications for the survey.

(2) A questionnaire to be used in the survey suitable for mass reproduction.

(3) Written specifications for administration of the survey.

(4) A written procedural outline for analysis of the survey results.

B. Survey of Local Administrators

This work item requires accomplishment of a study design identifying the procedures required to obtain a representative response from the local school and public library and recreation administrators regarding assessment of library needs within their individual areas of jurisdiction.

Individuals surveyed in this study will be appointed local professional administrators responsible for programs in the three functional areas. Working with the staff of the Mississippi Library Commission, the consultant will prepare:

(1) A written survey plan identifying the objectives to be achieved by the study, the general method to be employed, justification of the methodology recommended, the universe to be surveyed, and the general specifications for the survey.

(2) A questionnaire to be used in the survey suitable for mass reproduction.

(3) Written specifications for administration of the survey.

(4) A written procedural outline for analysis of the survey results.

C. Survey of Local Advisory Boards and Authorities

This work item requires accomplishment of a study design identifying the procedures required to obtain a representative response from local members of library boards, school boards, parks and recreation boards, economic development committees, and planning commissions regarding their assessment of library needs in their respective geographic areas of concern. Individuals surveyed in this study will be appointed members of local functioning boards and committees responsible for conducting significant local programs. Working with the staff of the Mississippi Library Commission, the consultant will prepare:

(1) A written survey plan identifying the objectives to be achieved by the study, the general method to be employed, justification of the methodology recommended, the universe to be surveyed, and general specifications for the survey.

(2) A questionnaire to be used in the survey suitable for mass reproduction.

(3) Written specifications for administration of the survey

(4) A written procedural outline for analysis of the survey results.

D. Special User Requirements Survey

This work item will require accomplishment of a study design identifying the procedures required to obtain a representative response from program administrators and individual potential users of special library facilities. Included in this study will be responses appropriate to assess the needs within Mississippi for the blind, deaf mutes, physically handicapped, institutionalized, elderly, and other appropriate groups requiring special facilities or services. Persons to be surveyed regarding this assessment will include officials responsible for programs providing services to these groups as well as individuals in each situation. Working with the staff of the Mississippi Library Commission, the consultant will prepare:

(1) A written survey plan identifying the objectives to be achieved by the study, the general method to be employed, justification of the methodology recommended, the universe to be surveyed, and general specifications for the survey.

(2) A questionnaire to be used in the survey suitable for mass reproduction.

(3) Written specifications for administration of the survey.

(4) A written procedural outline for analysis of the survey results.

E. Library User Survey

This work item requires accomplishment of a study design identifying the procedures required to obtain a representative response from library users throughout Mississippi regarding their assessment of user needs. This survey will be administered by each individual local library in the State. Working with the staff of the Mississippi Library Commission, the consultant will prepare:

(1) A written survey plan identifying the objectives to be achieved by the study, the general method to be employed, justification of the methodology recommended, a sampling plan, standards of response level acceptability, and general specifications for the survey.

(2) A questionnaire to be used in the survey suitable for mass reproduction.

(3) Written specifications for administration of the survey.

(4) A written procedural outline for analysis of the survey results.

F. Potential User Survey

This work item requires accomplishment of a study design identifying the procedures required to obtain a representative response from residents of Mississippi who do not use public libraries. The survey is intended to identify nonusers, identify selected characteristics of these people, and gain insights into why they do not use libraries. The survey is tentatively intended for administration through the schools with selected subsample follow-through to reflect those population groups not satisfactorily reached through the school study. Working with the staff of the Mississippi Library Commission, the consultant will prepare:

(1) A written survey plan identifying the objectives to be achieved by the study, the general method to be employed, justification of the methodology recommended, a sampling plan, standards of response level acceptability, and general specifications for the survey.

(2) A questionnaire to be used in the survey suitable for mass reproduction.

(3) Written specifications for administration of the survey.

(4) A written procedural outline for analysis of the survey results.

SUMMARY OF MISSISSIPPI'S PUBLIC LIBRARY RESOURCES AND NEEDS

Chart 1

Item	Recommended	Have (1971)	Deficit		Basis for Recommendation
			Amount	Cost to Bring to Standard(est.)	
Number of independent libraries	11 library systems	56			ALA[1] 39i- 150,000 minimum population base per library system. Proposed service areas of the 11 systems coincide with the planning and development districts, except that the Southern District is divided into 2 library areas.
Population base per library system	150,000 minimum	Median 29,737 Average 38,893 Range 2,056-153,968			
Annual financial support of operations (total)	$5.00 per capita $11,084,560 total	$1.54 per capita $3,415,149 (local public funds)	$7,669,411	$7,669,411	Needed to meet ALA standards for resources and services
Annual financial support of operations per library system	$750,000 minimum total $5.00 per capita	Median $42,074 Average $59,918 Range $500-388,000 Range per capita $0.25-2.42 (local public funds)			Minimum population base 150,000; $5.00 per capita
Books added annually	369,485 vols.	170,583 vols. (46%)	198,902 vols.	$1,193,412 ($6 per vol. av.)	ALA[1] 39i- 1/6 vol. per capita
Total books in collections	6,650,736	2,304,593 (35%)	4,346,143	$26,076,858 ($6 per vol. av.)	ALA[1] 39i- 2-4 vols. per capita. Recommendation based on 3 vols. per capita
Recordings	59,834	23,913 (40%)	35,921	$179,605 ($5 each, av.)	ALA[1] 39i- 1 per 50 population. 5,000 minimum per collection
Films	11,000	267	10,733	$1,609,950 ($150 each, av.)	ALA[1] 39i- 1 title per 1,000 population. 1,000 minimum per collection
Periodicals	8,868 current titles	No record	No record		ALA[1] 39i- 1 current title per 250 population
Other materials	Government documents, framed pictures for loan, filmstrips, slides, etc., are needed for good service, but ALA does not set quantitative standards for these.				
Professional staff	369	75 (20%)	294	$2,499,000($8,500 est. av. salary)	ALA[1] addenda to 56i- 1 per 6,000 population
Other staff	739	403 (55%)	336	$1,512,000($4,500 est. av. salary)	ALA[1] addenda to 56i- 1 per 3,000 population
Facilities	1,232,913 sq. ft.	656,648 sq. ft.(53%)	576,265 sq. ft.	$14,406,625 ($25 per sq. ft. est.)	Recommended by Mississippi Library Commission[2]

[1]American Library Association, Minimum Standards for Public Library Systems, 1966

[2]Based on Interim Standards for Small Public Libraries: Guidelines Toward Achieving the Goals of Public Library Service (Public Library Association, 1962)

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Chart 2

FINANCIAL SUPPORT FOR PUBLIC LIBRARIES IN MISSISSIPPI BY PLANNING AND DEVELOPMENT DISTRICTS

Public Library Cooperative Development District[1]	Counties	Municipalities	1970 Population	Land Area (Square Miles)	1970 Assessed Valuation		Financial Support Needed to Meet ALA Standards			1971 Support from Local Public Funds			Balance Needed to Meet ALA Standards
					Total	Per Capita	Amount	Millage Equivalent	Per Capita	Amount	Millage Equivalent	Per Capita	
					$	$	$		$	$		$	$
Central Mississippi	7	34	405,624	5,313	583,057,195	1,437	2,028,120	3.48	5.00	729,145	1.25	1.80	1,298,975
East Central	9	30	200,163	5,849	215,848,876	1,078	1,000,815	4.64	5.00	305,142	1.41	1.52	695,673
Golden Triangle	7	20	148,473	3,510	134,607,685	907	742,365	5.52	5.00	204,565	1.52	1.38	537,800
Gulf Coast	6	13	288,306	3,560	283,811,833	984	1,441,530	5.08	5.00	476,530	1.68	1.65	965,000
North Central	7	26	138,885	4,044	156,025,118	1,123	694,425	4.45	5.00	210,590	1.35	1.52	483,835
North Delta	7	26	168,785	3,657	184,606,331	1,094	843,925	4.57	5.00	221,344	1.20	1.31	622,581
Northeast	6	20	109,636	2,852	79,702,328	727	548,180	6.88	5.00	159,077	2.00	1.45	389,103
South Delta	6	33	183,312	3,622	229,448,169	1,252	916,560	3.99	5.00	331,149	1.44	1.81	585,411
Southern	9	20	213,484	5,258	216,701,601	1,015	1,067,420	4.93	5.00	268,680	1.24	1.26	798,740
Southwest	10	20	171,138	5,261	210,246,238	1,229	855,690	4.07	5.00	266,395	1.27	1.56	589,295
Three Rivers	8	35	189,106	4,437	153,321,956	811	945,530	6.17	5.00	242,532	1.58	1.28	702,998
TOTALS	82	277	2,216,912	47,363	2,447,377,330	1,104	11,084,560	4.53	5.00	3,415,149	1.40	1.54	7,669,411

[1]The proposed Public Library Cooperative Development Districts are identical with the Mississippi Planning and Development Districts except for the Southern District, which is divided into two library districts, Southern and Gulf Coast. The Gulf Coast library district includes George, Hancock, Harrison, Jackson, Pearl River, and Stone counties.

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Chart 3

PUBLIC LIBRARY FACILITIES IN MISSISSIPPI BY PLANNING AND DEVELOPMENT DISTRICTS

Public Library Cooperative Development District	Libraries Now Based in District[1]	1970 Population of Combined Service Areas[2]	Combined Library Facilities (Space in square feet)				Largest Library Building			Larger Cities in District		
			Recommended[3]	Available (est.) Amount	%	Additional Needed	Location City	Location County	Size (sq. ft.)	City	1970 Population	County
Central Mississippi	7	461,523	232,262	96,897	42	135,365	Jackson	Hinds	27,483	Jackson Vicksburg	153,968 25,478	Hinds Warren
East Central	4	164,798	100,700	59,128	59	41,572	Meridian	Lauderdale	30,000	Meridian	45,083	Lauderdale
Golden Triangle	4	164,110	90,075	59,809	66	30,266	Columbus	Lowndes	27,564	Columbus Starkville	25,795 11,369	Lowndes Oktibbeha
Gulf Coast	7	280,205	146,724	79,733	54	66,991	Gulfport	Harrison	28,224	Biloxi Gulfport Pascagoula Moss Point	48,486 40,791 27,264 19,321	Harrison Harrison Jackson Jackson
North Central	7	174,376	80,630	43,446	54	37,184	Kosciusko	Attala	11,630	Greenwood Kosciusko	22,400 7,266	Leflore Attala
North Delta	4	192,966	88,967	63,820	72	25,147	Clarksdale	Coahoma	29,500	Clarksdale	21,673	Coahoma
Northeast	2	109,636	73,769	40,879	55	32,890	Corinth	Alcorn	22,460	Corinth	11,581	Alcorn
South Delta	5	171,638	102,825	67,716	66	35,109	Greenville	Washington	27,000	Greenville Cleveland	39,648 13,327	Washington Bolivar
Southern	5	204,935	116,500	35,717	31	80,783	Hattiesburg	Forrest	10,754	Hattiesburg Laurel	38,277 24,145	Forrest Jones
Southwest	6	161,843	93,700	45,043	48	48,657	Natchez	Adams	16,200	Natchez McComb Brookhaven	19,704 11,969 10,700	Adams Pike Lincoln
Three Rivers	5	130,882	106,761	64,460	60	42,301	Tupelo	Lee	38,561	Tupelo Oxford	20,471 13,846	Lee Lafayette
TOTALS	56	2,216,912	1,232,913	656,648	53	576,265						

[1]Administrative units with headquarters located in district.
[2]Not same as district population, since some present multi-county systems overlap proposed district boundaries.
[3]By the Mississippi Library Commission, based on Interim Standards for Small Public Libraries: Guidelines toward Achieving the Goals of Public Library Service (Public Library Association, 1962)

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PUBLIC LIBRARY PERSONNEL
in MISSISSIPPI by
PLANNING AND DEVELOPMENT DISTRICTS

Chart 4

Public Library Cooperative Development District	Libraries Now Based in District[1]	1970 Population of Combined Service Areas[2]	Staff Needed to Meet ALA Standards		Staff Employed 1971							
					Professional					Clerical		
			Professional (1 per 6,000 pop.)	Clerical (1 per 3,000 pop.)	Accredited M.S.in L.S.[3]	Other[4]	Total	%	Additional Needed	Total	%	Additional Needed
Central Mississippi	7	461,523	77	154	11	5	16	21	61	90	58	64
East Central	4	164,798	27	55	5		5	19	22	26	47	29
Golden Triangle	4	164,110	26	53	1	5	6	23	20	24	45	29
Gulf Coast	7	280,205	47	93	3	5	8	17	39	53	57	40
North Central	7	174,376	29	58	1	3	4	14	25	42	72	16
North Delta	4	192,966	32	64	4	6	10	31	22	29	45	35
Northeast	2	109,636	18	37	2	1	3	17	15	23	62	14
South Delta	5	171,638	29	57	3	3	6	21	23	34	60	23
Southern	5	204,935	34	68	1	4	5	15	29	36	53	32
Southwest	6	161,843	27	54	2	6	8	30	19	25	46	29
Three Rivers	5	130,882	23	46	3	1	4	17	19	21	46	25
Totals	56	2,216,912	369	739	36	39	75	20	294	403	55	336

[1] Administrative units with headquarters located in district.
[2] Not same as district population, since some present multi-county systems overlap proposed district boundaries.
[3] 5th year degree in library science from a school accredited by the American Library Association.
[4] Most have 24 or more hours in library science, but lack the accredited degree.

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Chart 5

PUBLIC LIBRARY MATERIALS IN MISSISSIPPI BY PLANNING AND DEVELOPMENT DISTRICTS

Public Library Cooperative Development District	Books and Related Materials						Recordings			Films		Pictures	Periodicals
	Vols. Added Annually			Vols. in Collections									
	ALA (1/6 per capita)	Added 1971	%	ALA (3 per capita)	Holdings 1971	%	ALA 1 per 50 pop. 5,000 min.	Holdings 1971	%	ALA 1 per 1,000 pop. 1,000 min.	Holdings 1971	(Framed, for loan) Holdings 1971	Titles (annual subscriptions)
Central Mississippi	76,921	35,417	46	1,384,569	509,516	37	9,230	5,085	55	1,000	11	40	480
East Central	27,466	10,229	37	494,394	139,157	28	5,000	2,129	43	1,000	78	189	206
Golden Triangle	27,352	12,270	45	492,330	146,517	30	5,000	739	15	1,000	0	109	179
Gulf Coast	46,701	29,802	64	840,615	278,551	33	5,604	1,201	21	1,000	1	179	119
North Central	29,063	9,042	31	523,128	159,710	31	5,000	1,782	36	1,000	0	24	188
North Delta	32,161	11,436	36	578,898	210,349	36	5,000	3,812	76	1,000	0	0	130
Northeast	18,273	6,517	36	328,908	92,927	28	5,000	2.358	47	1,000	19	73	241
South Delta	28,606	15,332	54	514,914	133,111	26	5,000	1,922	38	1,000	100	129	176
Southern	34,156	12,730	37	614,805	227,753	37	5,000	1,455	29	1,000	0	24	95
Southwest	26,974	12,221	45	485,529	182,428	38	5,000	2,086	42	1,000	57	34	250
Three Rivers	21,814	15,587	72	392,646	224,574	57	5,000	1,344	27	1,000	1	87	297
Totals	369,487	170,583	46	6,650,736	2,304,593	35	59,834	23,913	40	11,000	267	888	

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Chart 6

EXAMPLES OF ANNUAL OPERATING EXPENDITURES REQUIRED TO MEET MINIMUM ALA STANDARDS FOR LIBRARY MATERIALS AND SERVICES

State of Mississippi Expenditures of Eleven Proposed Library Systems Population of Combined Service Areas 2,216,912			Sample Public Library System Expenditures Population of Service Area 150,000		
Salaries and Wages		$ 7,555,000	Salaries and Wages		$ 511,500
Professional Staff (369 at 9,000 av.)[1]	3,321,000		Professional Staff (25 at 9,000 ea.)[1]	225,000	
Other Staff (739 at 4,800 av.)[1]	3,547,200		Other Staff (50 at 4,800 ea.)[1]	240,000	
Retirement, etc.	686,000		Retirement, etc.	46,500	
Library Materials		2,577,000	Library Materials		182,500
Books (369,500 at 6 ea.)	2,217,000		Books (25,000 at 6 ea.)	150,000	
Recordings (6,000 at 5 ea.)[2]	30,000		Recordings (500 at 5 ea.)[2]	2,500	
Films (1,100 at 150 ea.)[2]	165,000		Films (100 at 150 ea.)[2]	15,000	
Other Materials[3]	165,000		Other Materials[3]	15,000	
Maintenance and Operation[4]		952,560	Maintenance and Operation[4]		56,000
Total		$11,084,560	Total		$ 750,000

[1] Average salary figures a little higher than used on page 1 to estimate cost of bringing staff up to ALA standards, since total staff would include some of higher rank and longer service than added staff.
[2] 10% of base collection (ALA standard, 39i, calls for 10-15%)
[3] Includes government documents, periodicals, framed pictures for loan, filmstrips, slides, etc.
[4] Includes office and processing supplies, postage, utilities, bookmobile and other vehicle operating costs, etc.

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SAMPLE ESTIMATES OF POTENTIAL FINANCIAL SUPPORT OF DISTRICT LIBRARY SYSTEMS

Chart 7, Page 1

District and 1970 Population	Year	Local Public Support [1] 2 mills - 2½ mills	State Aid [2] Staff Improvement Grants	State Aid [2] Equalization Grants	Federal Aid and Other Sources [3] Special Grants	Federal Aid and Other Sources [3] Miscellaneous	Totals	Per Capita
CENTRAL	1975	1,475,788 - 1,844,735	199,000	Not required since local suppt.	75,000	3,000	1,752,788-1,920,035	4.32 - 4.73
MISSISSIPPI	1976	1,564,336 - 1,955,420	199,000	at 2½ mills exceeds $4.25	75,000	3,000	1,841,336-2,232,420	4.54 - 5.50
405,624	1977	1,658,196 - 2,072,745	199,000	per capita	75,000	3,000	1,935,196-2,349,745	4.77 - 5.77
EAST	1975	505,186 - 631,483	103,000	219,210	75,000	3,000	905,396-1,031,693	4.52 - 5.15
CENTRAL	1976	525,394 - 656,743	103,000	193,950	75,000	3,000	900,344-1,031,693	4.50 - 5.15
200,163	1977	546,410 - 683,013	103,000	167,680	75,000	3,000	895,090-1,031,693	4.47 - 5.15
GOLDEN	1975	326,434 - 408,043	79,000	222,967	75,000	3,000	706,401- 788,010	4.76 - 5.31
TRIANGLE	1976	342,756 - 428,445	79,000	202,565	75,000	3,000	702,321- 788,010	4.73 - 5.31
148,473	1977	359,894 - 449,868	79,000	181,142	75,000	3,000	698,036- 788,010	4.70 - 5.31
GULF	1975	775,734 - 969,668	151,000	255,633	75,000	3,000	1,260,367-1,454,301	4.37 - 5.04
COAST	1976	837,792 - 1,047,240	151,000	178,061	75,000	3,000	1,244,853-1,454,301	4.32 - 5.04
288,306	1977	904,816 - 1,131,020	151,000	94,281	75,000	3,000	1,228,097-1,454,301	4.26 - 5.04
NORTH	1975	363,130 - 453,913	79,000	136,348	75,000	3,000	656,478- 747,261	4.73 - 5.38
CENTRAL	1976	377,656 - 472,070	79,000	118,191	75,000	3,000	652,847- 747,261	4.70 - 5.38
138,885	1977	392,762 - 490,953	79,000	99,308	75,000	3,000	649,070- 747,261	4.67 - 5.38
NORTH	1975	465,850 - 582,313	91,000	135,023	75,000	3,000	769,873- 886,336	4.56 - 5.25
DELTA	1976	493,802 - 617,253	91,000	100,083	75,000	3,000	762,885- 886,336	4.52 - 5.25
168,785	1977	523,430 - 654,288	91,000	63,048	75,000	3,000	755,478- 886,336	4.48 - 5.25
NORTHEAST	1975	200,104 - 250,130	50,000	215,823	75,000	3,000	543,927- 593,953	4.96 - 5.42
109,636	1976	212,110 - 265,138	50,000	200,815	75,000	3,000	540,925- 593,953	4.94 - 5.42
	1977	224,836 - 281,045	50,000	184,908	75,000	3,000	537,744- 593,953	4.91 - 5.42

SAMPLE ESTIMATES OF POTENTIAL FINANCIAL SUPPORT OF DISTRICT LIBRARY SYSTEMS

District and 1970 Population	Year	Local Public Support [1] 2 mills - 2½ mills	State Aid [2] $ Staff Improvement Grants	State Aid [2] $ Equalization Grants	Federal Aid and Other Sources [3] $ Special Grants	Federal Aid and Other Sources [3] $ Miscellaneous	Totals	Per Capita
SOUTH DELTA 183,312	1975	539,384 - 674,230	91,000	104,846	75,000	3,000	813,230 - 948,076	4.44 - 5.17
	1976	560,960 - 701,200	91,000	77,876	75,000	3,000	807,836 - 948,076	4.41 - 5.17
	1977	583,398 - 729,248	91,000	49,828	75,000	3,000	802,226 - 948,076	4.38 - 5.17
SOUTHERN 213,484	1975	526,404 - 658,005	115,000	249,302	75,000	3,000	968,706 - 1,100,307	4.54 - 5.15
	1976	552,724 - 690,905	115,000	216,402	75,000	3,000	962,126 - 1,100,307	4.51 - 5.15
	1977	580,360 - 725,450	115,000	181,857	75,000	3,000	955,217 - 1,100,307	4.47 - 5.15
SOUTHWEST 171,138	1975	475,536 - 594,420	91,000	132,917	75,000	3,000	777,453 - 896,337	4.54 - 5.24
	1976	489,802 - 612,253	91,000	115,084	75,000	3,000	773,886 - 896,337	4.52 - 5.24
	1977	504,496 - 630,620	91,000	96,717	75,000	3,000	770,213 - 896,337	4.50 - 5.24
THREE RIVERS 189,106	1975	372,258 - 465,323	103,000	338,378	75,000	3,000	891,636 - 984,701	4.71 - 5.21
	1976	390,870 - 488,588	103,000	315,113	75,000	3,000	886,983 - 984,701	4.69 - 5.21
	1977	410,414 - 513,018	103,000	290,683	75,000	3,000	882,097 - 984,701	4.66 - 5.21

1. Based on estimated increases in assessed valuation projected from increases from 1965 to 1970 and from 1970 to 1971, the latest year for which values are available. The following annual increases were applied (percent): Central Mississippi 6, East Central 4, Golden Triangle 5, Gulf Coast 8, North Central 4, North Delta 6, Northeast 6, South Delta 4, Southern 5, Southwest 3, and Three Rivers 5 percent. Income for each is derived from the assessed valuation for the preceding year. Years shown on the chart are fiscal years.

2. Staff improvement grants; It is assumed that each district has qualified for its full share, one per 25,000 population or major fraction thereof. This grant program is described elsewhere in the report.

   Equalization grants: For the purpose of illustrating the effect of such a grant, it is assumed that the state would provide a grant to each district system equal to the difference between the income from local public support at 2½ mills and $4.25 per capita.

3. Grants for special projects and services, private gifts, etc.

CHAPTER V

LONG RANGE GOALS FOR LIBRARY SERVICE

From all of the needs assessment activities as described in the previous chapter arose the difficult task of formulating goals that would, if ever achieved, fulfill as many of the needs as possible. There was the desire to establish goals that would represent ways and methods of satisfying the needs of the people for reading and informational materials. What the needs are and what it would take to satisfy these needs became a process of speculation based on the training, experience, observation, and attitudes of the participants toward the hope and/or belief that such a task could be accomplished. And so - a more important question erupted: What are we striving to accomplish through our involvement in the establishment, improvement and promotion of library service? In March of 1972, one hundred and ten people involved in some type of library activity agreed that the following statement is the current answer to this question:

> All library activity in Mississippi should be striving...
>
> ...to provide and promote complete library and informational services to meet the educational, economic, cultural, and recreational needs of every citizen in the state.

For the purpose of moving our planning process forward four goals that a consensus of opinion felt would establish a framework on which more meaningful goals might develop in the future were developed. The four long range goals that were used in the instrument "Please Rank 'Our' Concerns" are stated below in priority order:

GOALS:

First - To meet ALA Minimum Standards for Public Library Systems, in seeking to provide complete library service for the total population.

Second - To meet ALA Standards for Library Functions at the State Level in an effort to strengthen the state agency.

Third - To create an active awareness of the available and potential materials and services that can be provided through public libraries.

Fourth - To seek and provide materials and services that are relevant to all segments of the state's population.

Discussions and evaluations of these goals particularly the first two involving national standards have revealed some concern about their feasibility. The original intent in formulating the goals as they are expressed above was to aim at acceptable standards of library service that would provide for the many needs previously expressed for library service in Mississippi. The national standards were available and assumed to be acceptable for our purpose of traveling from one point to another. It was recognized from the very beginning that all national standards of necessity must be general and strike an "average" for accomplishment. The national standards are no more applicable to Mississippi without adaptations than they are to the other 49 states. Since there were no State standards for library service the national standards were used as long range goals in an effort to point us in the right direction. Many constraints prevented our adapting the national standards to fit the special circumstances of library development in Mississippi for this phase of the planning process. Time, money, personnel and most of all data with meaningful interpretation of current conditions were the major constraints that confronted us.

At one point in the planning process goals three and four were felt to be too much a part of the first two goals to separate, but further consideration by all groups involved established a desire to emphasize these two important categories. Therefore they remain an integral part of the total picture.

An attempt to interpret the priority assigned to each goal will be feeble on our part. All were separated in value by only one or two points. This fact emphasizes our own conclusion that they are all important and must be achieved simultaneously if possible. However the following assumptions seem logical:

1. Citizens must have access to sources of information on the local level regardless of the quality or quantity, therefore any effort toward the improvement of service must start with the local library.

2. Realizing that the local library cannot meet all the needs of the citizens the state level of service has to be improved to provide for needs that are broader in scope and more specialized in quality.

3. With improvement at these two levels of basic or general service, and the establishment of a framework for operation, there is a need to expand the service to reach more people through a greater variety of materials.

4. And then, a concentrated effort to provide service for those special segments of the population (regardless of the reason for their specialness) that have not been reached through the efforts stated above.

This reasoning has nothing new to offer. It simply restates what has been true in the past and is still a reality at the present. When the majority demands service, an attempt is made to provide that service with a concentrated effort toward meeting the needs of those making the demands. Only after the major needs of the majority have been somewhat satisfied or the majority has been persuaded that other needs have priority can a concentrated effort be made to reach the needs of the various minorities - handicapped, disadvantaged, senior citizen, ethnic, etc.

Through past experience and observation all have become aware of the major needs of the majority, but we falter in trying to meet the needs of the minorities. Their needs are not as visible because they represent a minority of some type.

The need of an individual for library service must therefore relate directly to his basic needs as a human being. As his basic needs as a human being change so will his needs for library material and information. According to many specialists in the various fields of human behavior man has two basic needs for satisfaction, (1) self-preservation or bodily needs such as food, clothing, and shelter, and (2) perpetuation of the species (love, tenderness, and sexual needs). As man's basic needs are satisfied he seeks other areas of satisfaction, such as security and safety, social recognition, success, adventure, curiosity or exploration.

Therefore it seems only logical that goals for library development in Mississippi, or the nation, or the world will have to relate to the basic needs of the individual wherever that individual has progressed in an attempt to satisfy his basic needs. Goals aimed at providing adequate basic programs can

be promoted and expanded because the "majority" understands the value and utilizes the service. Goals and objectives aimed at special segments of the population require more research, knowledge and skill for the implementation of meaningful service. An individual whose basic need is to satisfy the hunger pains may not be touched by the reading of Tom Sawyer. However he might greatly appreciate information concerning the distribution of hot vegetables. The library profession has not been trained nor made sufficiently aware of the many aspects of service to special segments of the population.

Even training may not be sufficient to create the skill and awareness needed to provide meaningful service to all segments of the population.

For all these reasons, the four goals selected for our long range program of library development seem to have a logical implication for getting information and people together through some type of library service.

All four goals have been rewritten to incorporate as much as possible the ideas that have developed since they were first stated. It is hoped that the revision of their wording has not altered their original intent. They are listed below again in the order in which they were given priority by the "majority" of the individuals participating in these activities:

1. To promote and to aid the development of adequate library service throughout Mississippi to meet the general and specialized needs of all its residents.

2. To develop and support at the state level a strong administrative agency that can fulfill a role of leadership in planning, evaluating, assisting, and coordinating total library development in Mississippi as is required to meet the needs of the people.

3. To create an active awareness of the available and potential materials and services that can be provided through libraries.

4. To seek and adequately provide materials and services that are relevant to special segments of the state's population.

CHAPTER VI

PROGRAMS FOR LIBRARY DEVELOPMENT

GOAL I: To promote and to aid the development of adequate library service throughout Mississippi to meet the general and specialized needs of all its residents.

* *

Inadequacy of present public library service in Mississippi: Chapter IV described needs assessment activities to date. The main sources of data available were the annual reports submitted by the public libraries concerning their operations in fiscal year 1971. Information from these reports was analyzed and compared so far as possible with the American Library Association Minimum Standards for Public Library Systems, 1966. Charts 1 through 5 supplement the text in presenting the results. The annual reports for the current fiscal year, which ends September 30, will be analyzed as soon as they are available. It is anticipated that some libraries will show substantial improvement, but others little or none. The picture will no doubt remain one of marked inadequacy overall and very uneven service among different libraries and in the various communities or rural areas served by the same library.

Two other conclusions were drawn from the needs assessment activities to date and the attendant study of the ALA minimum standards: (1) The information now available about public library service and its use in Mississippi is insufficient for real evaluation of present service and for developing plans and programs for the future. It consists mainly of gross quantitative data such as total population of service area, circulation, number of volumes held, income, and expenditures by type of item rather than by program. The qualitative characteristics of library service and use are unknown except to the extent that they may be implied from such figures and from casual observation. Quantitative data do not show the range and variety of resources provided. And there is no

information about non-users of the library and their needs or about conditions and trends in the communities and rural areas that could indicate potential needs or suggest ways and means of supplying them. More information needs to be gathered in an attempt to get at the real substance of present and potential public library service in Mississippi; (2) A systematic effort needs to be made at both the state and local levels and involving both those concerned with providing and with using library service to clarify goals and objectives on the basis of such information and to relate these to program planning.

The following objectives and programs are those that seem most relevant and urgent for library development based on information and thought to date. They will be revised as new information and better ideas are produced.

SUB-GOAL I (GOAL I):

To identify the actual and potential needs of all segments of the state's population for general and specialized materials and services that could be provided through libraries and to determine the extent to which they are being met.

OBJECTIVE I (SUB-GOAL I, GOAL I):

A systematic and thorough study of the state and its libraries and other information agencies by a qualified outside consultant.

Ideally this study would be completed in 1973 in order to serve as a guide for the remainder of the present five-year program. A part-time consultant was employed and began work on it in 1972. Surveys he has outlined are described in Chapter IV. He is also advising and assisting the Library Commission staff in the analysis of the 1970 census and other recent information concerning the social, economic, and educational status and trends in the various sections of the state. These include the location and characteristics of the disadvantaged and other special segments of the population, potential financial support of public libraries and related agencies, retail trade patterns, highways, and other matters relevant to needs for library service, determination of priorities, and to planning and programming accordingly.

However, very limited progress on this formal full scale study is foreseen in 1973 due to lack of funds and personnel to carry it out.

In fiscal 1974 or as soon as sufficient funds are available, depending upon priorities at the time, this study will be completed and the state program revised according to resulting recommendations.

Some elements in the proposed study will be accomplished through the new survey of libraries in the Southeast sponsored by the Southeastern Library Association. The Library Commission has contracted for inclusion of Mississippi in this survey.

Target Date: Fiscal 1974

In the meantime, the following library self-study activities are proposed as an immediate alternate to the above and also as activities of unique value in their own right to library development.

OBJECTIVE II (SUB-GOAL I, GOAL I):

Self-studies by all the public libraries of the state of their services in relation to the actual and potential needs in their service areas, assisted and coordinated by the Library Commission.

These studies should be completed in fiscal 1973. They will be done in cooperation with the Mississippi Library Association, the library schools in the state, and representative individuals and groups in communities and rural areas. They will be coordinated with the work of the outside consultant described above.

This proposal was discussed and approved by the Advisory Council for LSCA at its May 1972 meeting. It was also presented to the public library administrators of the state for their consideration at a workshop in May 1972. The administrators were asked to request funds for the purpose in their fiscal 1973 budgets, including funds for attendance at four workshops during the year related to the studies. The proposal will be presented formally to the Mississippi Library Association

at its annual meeting in October 1972 and its active support and assistance solicited.

The libraries will study their service areas and try to identify the needs of all segments of the population and the positive or negative factors associated with their full use, limited use, or non-use of the library. They will also obtain as much information as they can about other libraries and sources of information and materials that are used instead of or in addition to the public library. Participants will need to include representative individuals and groups who can provide information from the user or potential user viewpoint. Community cooperation on as broad a base as possible should be sought.

Techniques being considered include the use of inventories or checklists of possible user needs, materials, services, user policies, etc., that can be ranked and compared with actual library resources and services. A representative group must also be involved in the preparation of such inventories or checklists if they are to be in any way the basis for evaluation of libraries in relation to an estimate of optima' service.

Due regard needs to be given to the importance of the individual approach of each library to the peculiar needs of its own community in both the preparation and the application of such inventories or checklists. Keeping this in mind as a first priority, they will be standardized so far as feasible to permit evaluation and comparison of libraries.

The self-studies have some serious disadvantages in comparison with a systematic and thorough study by an outside expert.

1. The studies will be uneven in quality, gaps in coverage will occur, and procedures will not be uniform. This will happen, it seems likely, in spite of efforts to coordinate the studies throughout the state, standardize materials and procedures so far as is practical, and provide guidance and training.

2. The studies will lack rigorous control according to principles of good research.

3. While it is hoped that they will have significant value for statewide analysis and comparison, they may be far less reliable for the purpose.

4. The more objective viewpoint and greater analytical skill of an outside expert will be missing. However, the self-studies could be reviewed by the outside consultant employed later.

The self-studies also have some important advantages.

1. Involvement and commitment of the people who will actually be responsible for any future library development will be much deeper. Since local libraries are autonomous under the law in Mississippi, no programs devised by the state agency will get off the ground if local people are not behind them. They will succeed only so far as local interest, understanding, and effort permit. The chief measure of the success of the self-studies will be the degree to which they educate participants as to the meaning and potential of good library service, involve them deeply in planning for it, and inspire them to action on behalf of it.

2. Local library personnel and trustees may be helped, not only to participate in the development of the state program, but to develop their own library goals, objectives, and programs within its context.

3. The studies may provide useful information that can be applied to developing standards for public library service more relevant and specific for the needs and means in Mississippi than the general ALA standards and to benchmarks for measuring progress toward these standards. They may also provide experience with techniques that could be useful for evaluation purposes.

4. Cooperation locally among different types of libraries and information agencies and cooperation among the various public libraries of the state should be advanced. Present and potential policies and practices for interlibrary cooperation would be included in the fields to be explored in the studies. Actually, the self-studies should not only provide information needed for the long range state program but constitute a year of basic preparation for the cooperation that will be needed to implement it, particularly the proposed development of cooperative library district systems.

5. The self-study experience could inspire libraries to plan and budget for regular future studies of their communities and evaluation of their services. Regardless of any other positive results, this alone could make the effort worthwhile.

Target Date: Fiscal 1973

SUB-GOAL II (GOAL I):

To develop and adopt standards for state and local public library systems, based upon the ALA Minimum Standards for Public Library Systems, 1966, adapted to Mississippi needs.

When the new edition of the ALA standards becomes available, it will be used in this effort.

The preparation and adoption of standards should be a joint project of the state agency and the Mississippi Library Association, including both librarian and trustee members. Development of the standards is an activity to be conducted during 1973 utilizing information from the studies described above as it becomes available. It could be desirable for the Mississippi Library Association to appoint a special committee to work with the state agency on this project.

The proposed standards should be ready by October 1973 for consideration by the association at its annual convention. Association action could be endorsement of the draft at that time or a call for further study and revision.

Purposes of the standards would be to:

1. Provide a basis for preparation of a comprehensive statewide plan for development and coordination of public library systems capable of providing materials and services meeting the standards.
2. Provide a framework within which measures of progress can be established and used in evaluation.
3. Provide a tool for use by and with lay and professional groups and individuals, including appropriating authorities, concerned with evaluating their libraries, adopting goals and priorities, planning improvements, and securing funds to carry them out.
4. To provide a focus for a statewide effort to develop total library service to meet the varying needs of the whole population.
5. To provide a basis for establishing criteria for state grants designed to stimulate and assist the development of adequate library systems according to the state plan.

Target Date: October 1973

SUB-GOAL III (GOAL I):

To develop and adopt a comprehensive statewide plan for public library systems to meet the standards established for Mississippi and to actively promote and aid its implementation.

Need for a comprehensive statewide plan: Overall inadequacy of public library service in Mississippi has been documented in the needs assessment activities described in Chapter IV. The improvement of public library service through development of systems has been a major goal of the state agency ever

since the survey conducted by Gretchen K. Schenk in 1950, published under the title of People Without Books, which recommended a statewide plan for systems.

However, although much progress has been made since that date in public library service, including the formation of 15 multi-county systems, neither the Schenk nor any other systematic plan has been followed.

The reasons are understandable. Twenty years ago 28 counties had no public library service of any kind. Considering such constraints as the low economic level of the state and the difficult struggle to finance other necessary educational services as well as libraries, priority had to be given to making at least some measure of public library service available to every resident as opportunity arose.

Coverage of the state was at last achieved, at least technically, at the beginning of Fiscal 1972 when the last county without any public library service contracted for service from an adjacent multi-county library and levied a two mill tax to support it. Every Mississippi county is now contributing at least some funds to a multi-county, county, city, or private library to make its services available to its residents. The amounts paid by counties in Fiscal 1971 varied from $500 to $149,882. Every resident of the state can now borrow books from at least one service point within his county - if he can get to it.

The voluntary consolidation of libraries into multi-county systems has been promoted and assisted by the state agency throughout this period with varying amounts of success in different parts of the state. However, again this has had to be done, if at all, as opportunity arose and local preferences dictated. The result, although relatively impressive, is still a patchwork of many libraries providing grossly uneven service, none anywhere near adequacy.

At the beginning of Fiscal 1972 there were 56 independent library administrative units in Mississippi with organizational structures as follows:

Type of Structure	Number of Libraries
Multi-county systems (2 to 5 counties each)	15
County and city-county libraries	27
Municipal libraries receiving county funds and giving county service	11
Municipal libraries not receiving county funds and not giving county service	1
Private libraries receiving county and city funds to give public service	2

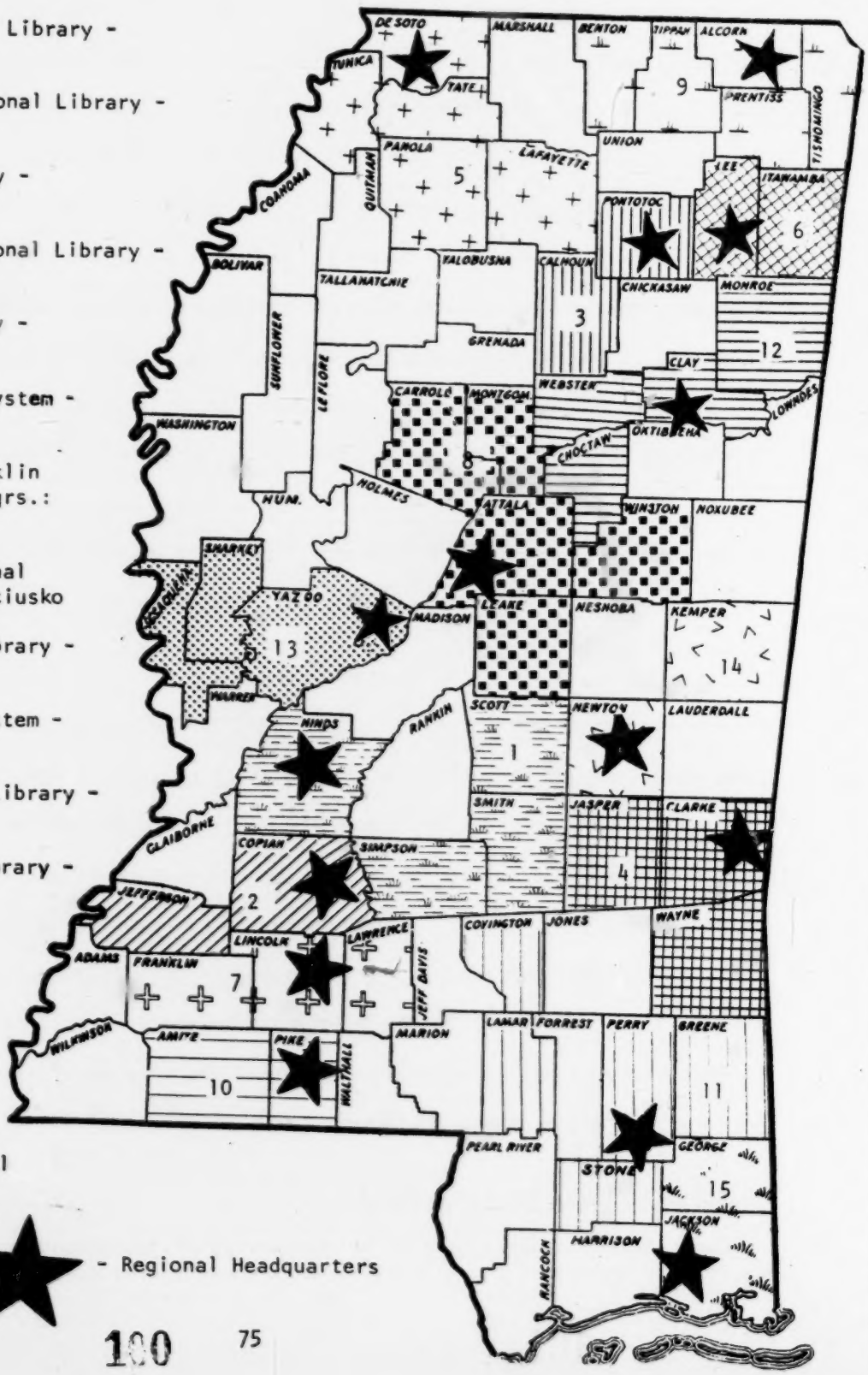
Multi-County Systems: The present multi-county systems are shown on the following map. Four systems include five member counties, two have four, three have three and six include two member counties. None of the cities of the state with 1970 population over 30,000 are included in the service areas of these systems. In general, these systems represent efforts of rural counties to band together for mutual aid in providing very small community library and mobile service outlets. The resulting service is not rooted in any substantial resource center of staff and materials able to undergird the whole and give it strength and coherence. For example, the Capital Area Regional Library serves the rural Scott, Simpson and Smith Counties and all of Hinds County outside of the city of Jackson, capital and by far the largest city of the state. The Jackson Municipal Library sits apart, supported by and serving only city residents, although Jackson is the center of this metropolitan area. Another example is Pine Forest Regional Library, which serves five very rural counties almost surrounding but not including Forrest County. Hattiesburg in Forrest County is the largest city in this entire region and its trade center and has a substantial public library receiving Forrest County funds and limiting its service to Forrest County.

While the present multi-county systems are very important to the rural people they serve through small community libraries, reading stations, bookmobiles

STATE OF MISSISSIPPI

MULTI-COUNTY LIBRARY SYSTEMS AS OF JUNE 30, 1972

1. Capital Area Regional Library - Hdqrs.: Raymond
2. Copiah-Jefferson Regional Library - Hdqrs.: Hazlehurst
3. Dixie Regional Library - Hdqrs.: Pontotoc
4. East Mississippi Regional Library - Hdqrs.: Quitman
5. First Regional Library - Hdqrs.: Hernando
6. Lee-Itawamba County System - Hdqrs.: Tupelo
7. Lincoln-Lawrence-Franklin Regional Library - Hdqrs.: Brookhaven
8. Mid-Mississippi Regional Library - Hdqrs.: Kosciusko
9. Northeast Regional Library - Hdqrs.: Corinth
10. Pike-Amite Library System - Hdqrs.: McComb
11. Pine Forest Regional Library - Hdqrs.: Richton
12. Tombigbee Regional Library - Hdqrs.: West Point
13. Yazoo-Sharkey-Issaquena Regional Library - Hdqrs.: Yazoo City
14. Kemper-Newton Regional Library - Hdqrs.: Union
15. Jackson-George Regional Library - Hdqrs.: Pascagoula



- Regional Headquarters

and mail service and are able to provide variety through pooling their meager resources, they do not have the potential for system service as described in the ALA standards, which requires organization about a strong central library able to provide direct service in depth to all in the area who can come to it and to enrich and coordinate the total service in the area.

While it is true that any library, however weak, can obtain most items requested by its users by tapping the state resource network through the Library Commission, this cannot substitute for adequate local service. For one reason, full use of a special request service, however excellent, does not arise spontaneously in barren library soil. Personal experience with good library service is needed to enable many users to develop and articulate specific requests. Otherwise, resources that may be technically accessible through the network may be psychologically inaccessible. For another, many needs of users cannot be met by any kind of request service. Personal exploration of a reasonably adequate collection of materials and personal assistance by qualified library personnel are essential.

County and Municipal Libraries: Although all Mississippi counties contribute some funds to some type of library, the level of service resulting is very uneven. In some counties the funds are split among two or three uncoordinated libraries. Or, the county support may go to a municipal library which merely opens its doors to rural residents but has no program designed to reach them. The small budgets and low per capita income of many libraries severely limit the quality of service that can be given, as described in detail later. Rural residents do not have a voice in the making of policies of strictly municipal libraries through representation on boards of trustees.

OBJECTIVE 1 (SUB-GOAL III, GOAL I):

To adopt the boundaries of the ten Mississippi Planning and Development Districts as the boundaries of the library service areas in the comprehensive statewide plan.

One exception is proposed. The Southern District would be divided into two library districts, making a total of 11 library districts. The six most southern counties, George, Hancock, Harrison, Jackson, Pearl River, and Stone, would comprise one library district called the Gulf Coast District. The other counties would make up the Southern District for library development. See map on the following page.

It is recognized, of course, that organization of a library system is a local privilege and responsibility. The state agency would not try to, and could not, force library organization according to this plan. But it would use its resources and its powers under the law in such a way as to encourage and assist this pattern of development.

Criteria considered in recommending these boundaries:

1. Each service area should have a minimum population of 100,000. A population of 150,000 is preferable, other things being equal, as recommended in the ALA standards (39.i.).

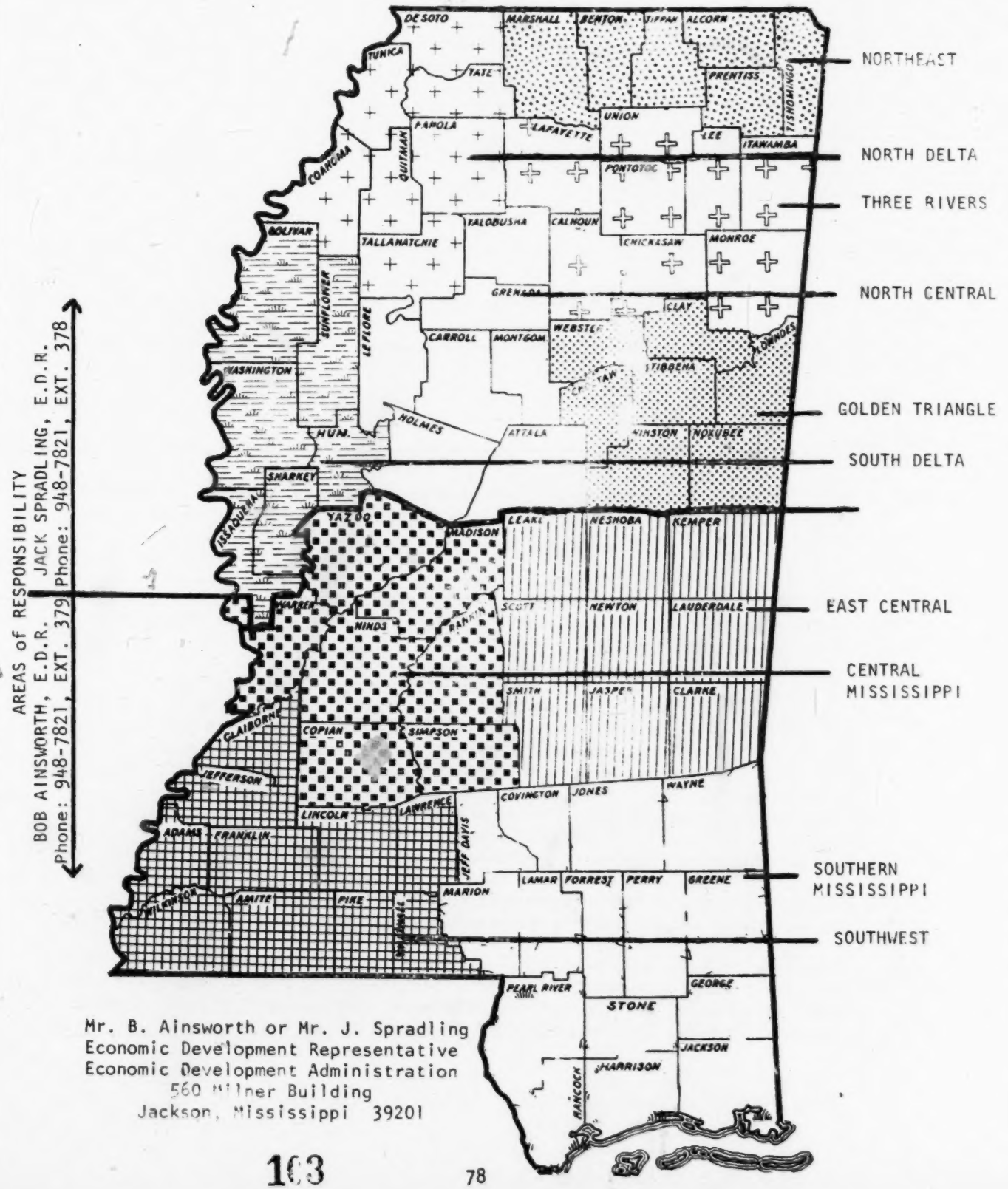
2. Each service area should be a logical one for development of system service, considering such factors as geography, highway and trade patterns, library systems already in the area, and evidences of other kinds of cooperative development activities and leadership.

3. Each area should include at least one city suitable for location of a district center library, headquarters for direct service in depth and for indirect service to all residents and all library service outlets in the district. However excellent the communication and delivery systems that should be established between the center library and users of outlying service points, favorable conditions for personal exploration of a reasonably strong central library and personal consultation with an able central staff are still essential to good service and will be until some distant day when electronic technology can provide a real substitute. The center library should be within 45 minutes travel time for most residents of the district for reasonable commuting effort in one day or less, as estimated by library administrators and Advisory Council members consulted.

4. Each service area should be considered with respect to its potential for adequate financial support of library service on an area-wide basis. However, if an area is a logical one otherwise, low economic ability should not rule it out. The possible role of equalization aid is considered later.

MISSISSIPPI PLANNING AND DEVELOPMENT DISTRICTS

MISSISSIPPI ECONOMIC DEVELOPMENT DISTRICTS



AREAS of RESPONSIBILITY

BOB AINSWORTH, E.D.R. Phone: 948-7821, EXT. 379

JACK SPRADLING, E.D.R. Phone: 948-7821, EXT. 378

Mr. B. Ainsworth or Mr. J. Spradling
Economic Development Representative
Economic Development Administration
560 Milner Building
Jackson, Mississippi 39201

Justifications:

1. Population base: The ALA Minimum Standards for Public Library Systems, 1966, 39.i., states in regard to its suggestions for recommended quantities of library materials, "These suggestions assume that the system is designed to serve a minimum population of 150,000 people, which appears to ensure the most economical and effective use of staff, collections, and funds." The populations of the proposed districts are shown on Chart #2. Central Mississippi District with the largest population, 405,624, includes the counties logically related to the Jackson metropolitan area. Consideration was given to combining the Northeast District, with a population of only 109,636, with the Three Rivers District. However, the resulting area would be larger than desirable.

   Theoretically the present systems could simply add counties and attain the recommended populations without reference to a prescribed set of boundaries, but this has not happened to date. The range of populations served by the 15 multi-county systems is from 29,216 to 117,293, with distribution as follows:

Population Served	Number of Multi-County Systems
Over 100,000	3
75,000 - 100,000	3
50,000 - 75,000	2
Below 50,000	7

   Multi-county system formation has been related to larger populations served however. Over half of the systems serve over 50,000 while only 15% of the other library units serve this number or more and only one, Jackson Municipal Library, serves over 100,000.

   The populations served by the 41 remaining libraries not multi-county systems, are shown below:

Population Served	Number of Libraries (excluding multi-county systems)
Over 100,000	1
50-000 - 100,000	5
25,000 - 50,000	11
10,000 - 25,000	17
Below 10,000	7

   The population range for all libraries in Mississippi is from 2,056 to 153,968 (Jackson Municipal Library). The median population served is 29,737, far short of the 150,000 minimum recommended in the ALA standards (39.i.).

2. Logical service area: For the most part, the same factors important for logical library service areas were considered when the boundaries of the Planning and Development Districts were set.

3. City locations for district center libraries: Although not every district includes a city as large as desirable for the purpose with a library and library building adequate now for the role, the larger cities of the state are logically distributed in the districts where they are the natural trade centers. See Chart #3 for populations of the larger cities in each district and for the size and location of the largest library building in each district.

4. Financial ability: Under the present law counties can levy no more than two mills for library operation and cities no more than one mill. It is roughly estimated that city library taxes could amount to about a half mill in terms of county assessments, making a total of about two and one-half mills legally possible on a county basis for library operation. Chart #2 shows that none of the districts could supply $5 per capita in 1971, a standard of adequacy in the basic state plan, at the two and one-half mill level. The millages needed to produce $5 per capita based on the 1970 assessments would have been from 3.48 in Central Mississippi to 6.88 in Northeast. Chart #7 attempts to estimate increases in assessed valuations per district, 1974 through 1977, based chiefly on the trends from 1965 to 1970 and from 1970 to 1971. If these increases materialize only one district, Central Mississippi, would eventually reach the $5 per capita by 1977 at two and one-half mills. Other aid would be needed as indicated on the chart. However, these Planning and Development districts were set up initially for the main purpose of economic development. This seems reason enough to favor them with respect to potential for better library support.

5. Other cooperative efforts: Other important cooperative efforts are already established in these districts for (1) planning and economic development, and (2) sharing mutual administration of state and federal programs: Economic Development Districts, Regional Clearing House for Federal Programs, Sub-state Planning and Development Districts, Child Development Planning Districts, and Comprehensive Health Planning Areas. Two of the districts serve as Local Development Districts, designated by the Appalachian Regional Commission.

Constraints:

The boundaries established according to the Planning and Development Districts and the boundaries of the present multi-county library systems overlap. One system, Mid-Mississippi Regional Library, includes counties in three different districts. For the purposes of the charts in this report each such system was related to the district where its headquarters was located. Eventually the systems could be reorganized along district lines, but this would not be easy to do since these are consolidated systems and resources are pooled. Local preferences might not coincide with the proposed library boundaries, even though

they were considered when the same boundaries were selected for economic purposes. The belief by some that total independence is indispensable to local control would continue to be a constraint. However, the option of cooperation instead of consolidation in forming systems could help to make them more attractive on this score, at the risk of some loss of efficiency and stability.

Alternatives:

Other established districts were considered, but did not seem to meet the criteria as well. These were: (1) Six regions established by the Mississippi Library Association for its regional activities; (2) Seventeen public junior college districts; and (3) Sixteen regions proposed in Mrs. Schenk's survey.

Structural Considerations:

As the district proposal is made known and discussed over the state, suggestions should be considered from librarians, trustees, public officials, etc., concerning the most practical interim and final organization. As shown on Chart #2, the districts contain from six to ten counties each and from two to seven independent libraries.

Possible structures include:

1. Consolidated multi-county systems identical to the present multi-county systems authorized by law, but conforming to the prescribed boundaries. This would probably be the most satisfactory, but difficult to achieve.

2. Designation by the state agency of one district center library in each district at the outset, channeling of state aid to this center, and encouragement of contracts between it and the other libraries in the district.

3. A cooperative agreement entered into by the libraries in a district specifying group authority vested in the head librarians and the trustees concerned with respect to the joint activities and policies decided upon. This structure might be least efficient for achieving the level of service desired, but might be needed at least in the beginning.

With consolidation, all funds would be pooled for most efficient use. With the other forms most funds might not be pooled, but some pooling of funds would seem to be essential to efficient operation of joint services and important in

giving a financial stake in the enterprise to each library and governmental unit participating. The following three charts show some possible legal and organizational structures.

Service Considerations:

Consolidated or cooperative services might include:

1. Reciprocal use of all library outlets in the district.

2. Building up of district resource center for use by all residents directly and also indirectly through the communication and request service and exchange of materials.

3. Centralized processing. (Suggested at this time, but the door should be left open for new technology leading to state or even national computerized cataloging.)

4. Overall direction by a well qualified librarian who might be the head of an existing library selected as the district center or a new person. In either case the district director or supervisor should be able to devote full time to district affairs, another librarian being in charge of the district center library.

5. Joint use of librarian specialists in needed subject fields and in such service fields as work with children, young adults, groups, disadvantaged, physically handicapped, aged, newly literate, etc. In-service training, consultation, and supervision would all be involved.

6. Cooperative agreements on a district basis with other types of libraries and information agencies.

7. Cooperative relationships with other agencies in the district with similar aims or possibilities for mutual help, such as the Planning and Development offices, welfare, vocational and other government services.

8. Carrying out of special collection and service programs, some on the basis of special funding, as needed in the district. Examples would be services geared to the needs of the disadvantaged or physically handicapped and cultural projects involving art, music, or preservation of local history and customs. The field of black history and culture could be important in most libraries, especially now when disappearing conditions and customs of the past need recording and interpretation for the future in print and other media.

9. A joint approach to publicity, public relations, displays, festivals, art, craft and hobby shows, story hours, summer programs for children, etc.

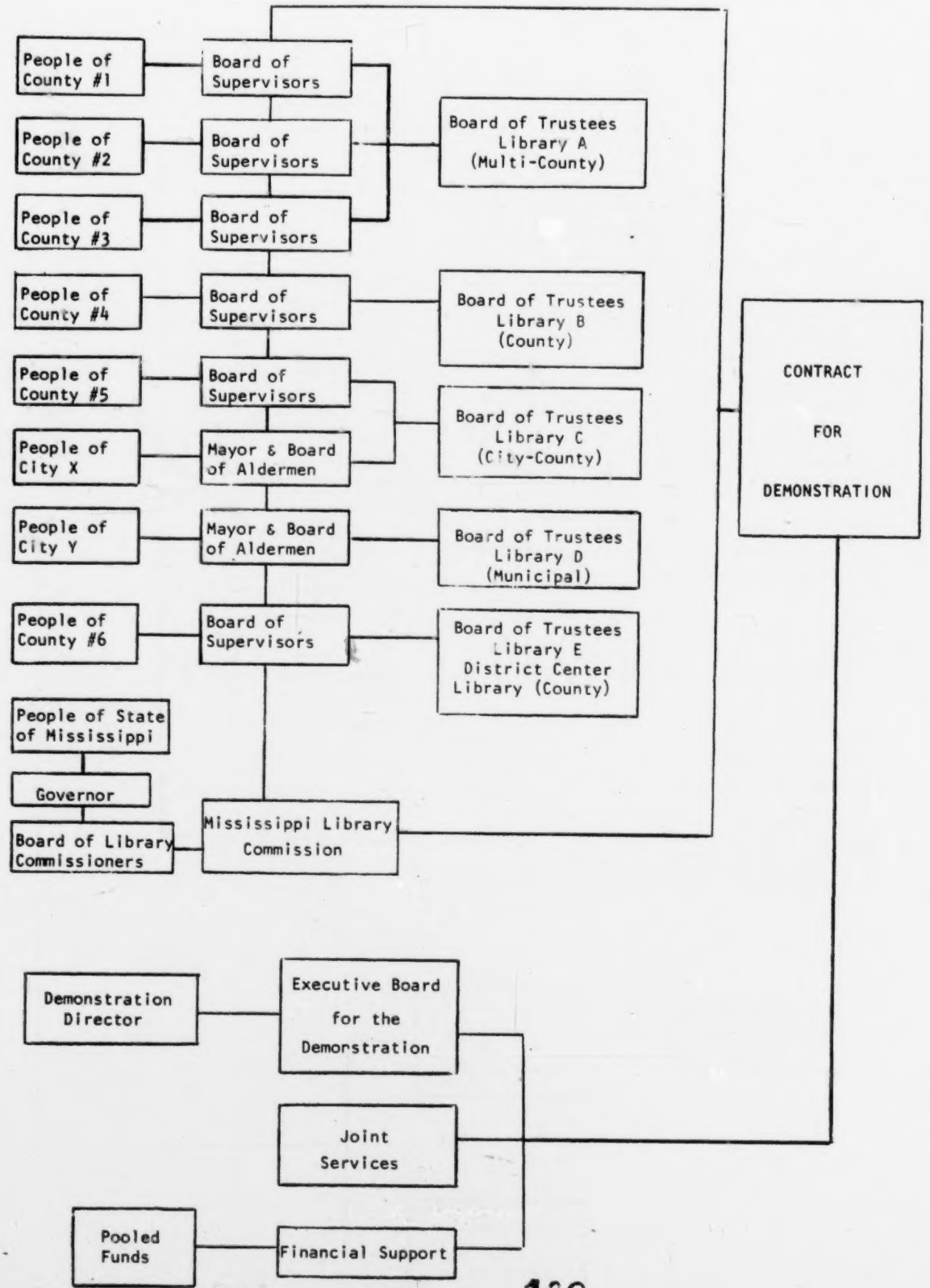
Target Dates: Adoption of the boundaries in the state-wide plan: Fiscal 1973

Organization of systems according to these boundaries:

Northeast District: Fiscal 1973
District selected for demonstration (see Objective II): Fiscal 1974
Other districts: Dates cannot be predicted at this time.

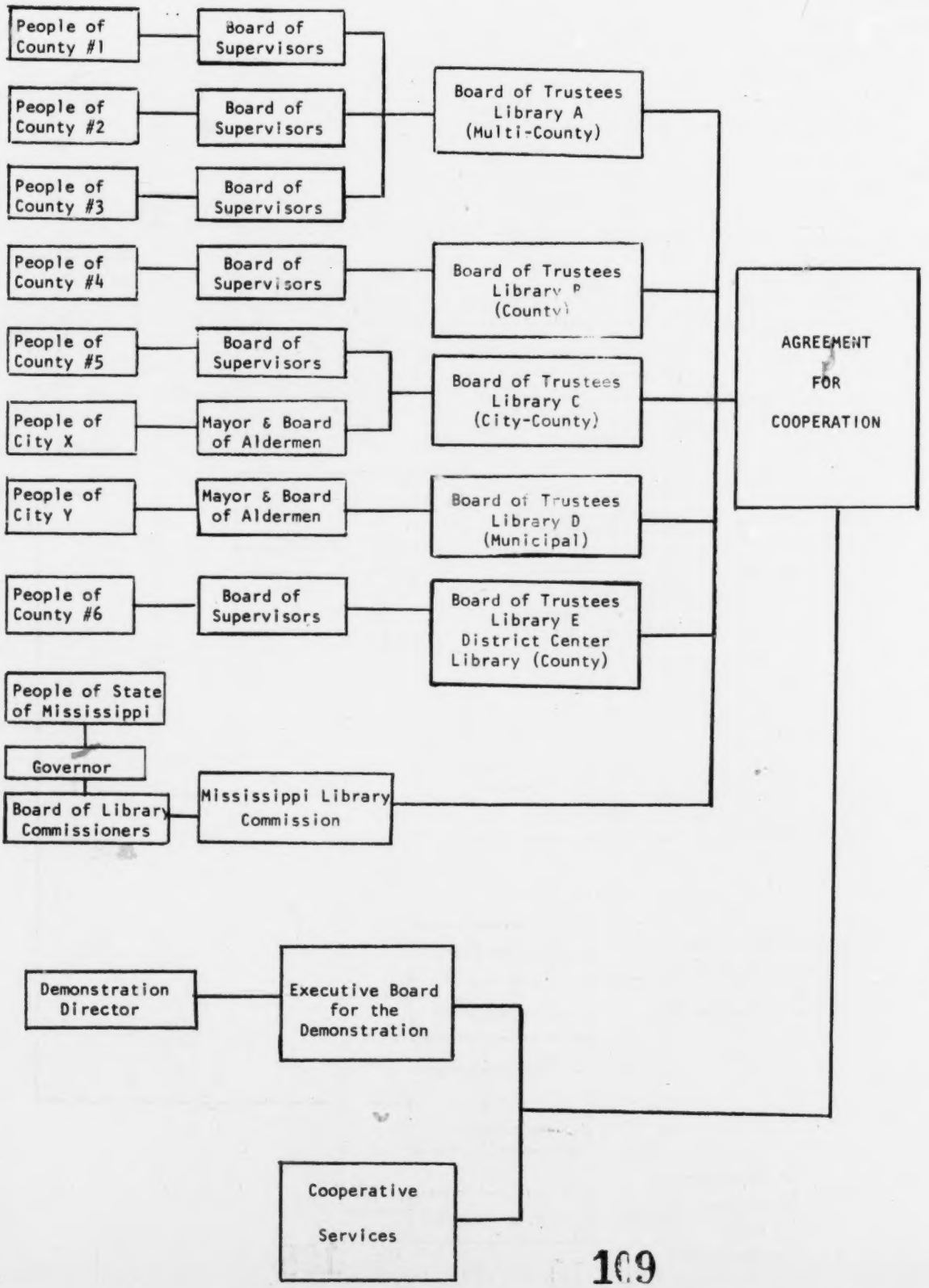
POSSIBLE LEGAL STRUCTURE FOR DEMONSTRATION

#1. Contract by County and City Governing Bodies

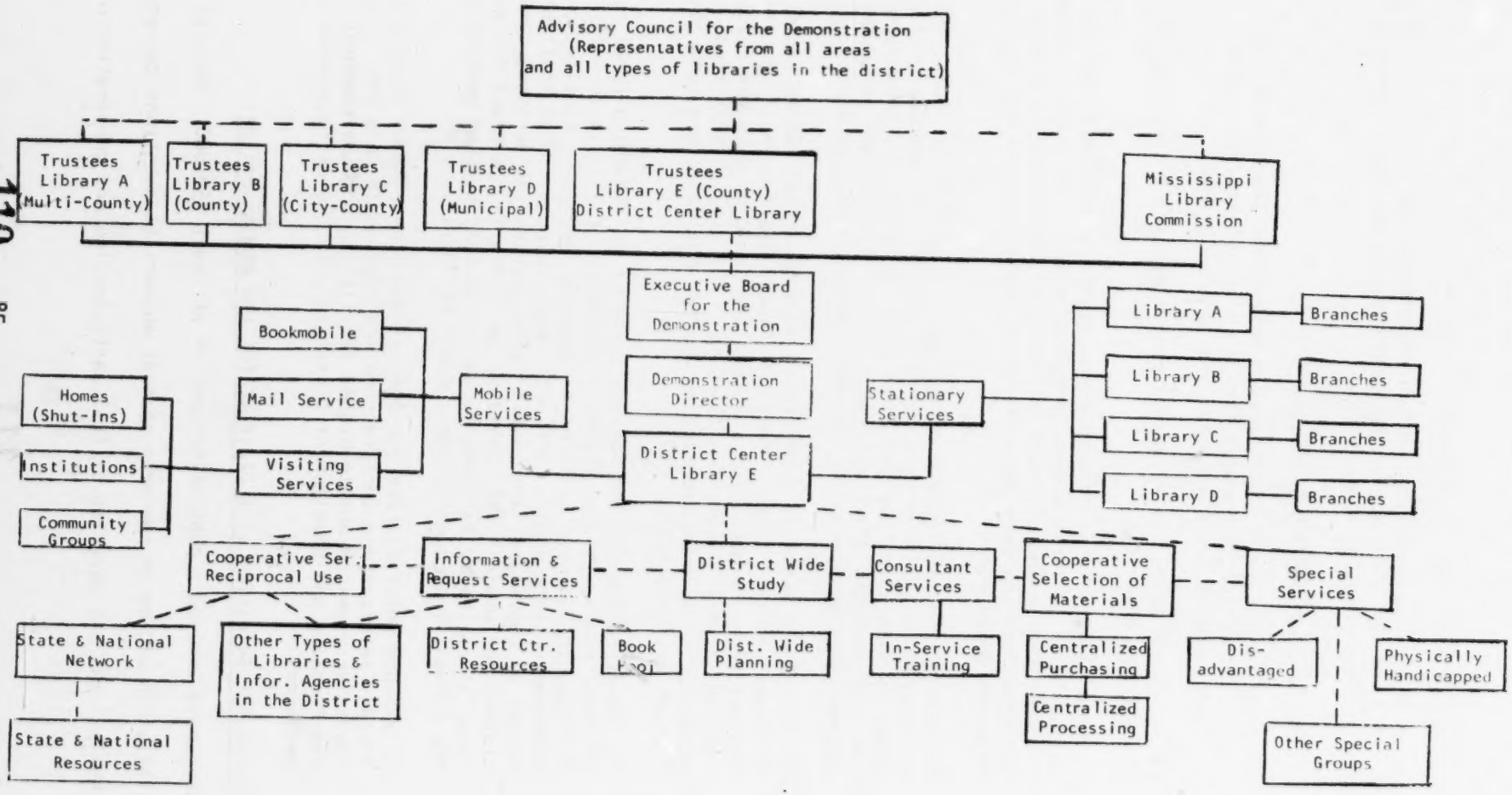


POSSIBLE LEGAL STRUCTURE FOR DEMONSTRATION

#2. Cooperative Agreement by Library Boards of Trustees


People of County #1
Board of Supervisors
People of County #2
Board of Supervisors
People of County #3
Board of Supervisors
Board of Trustees Library A (Multi-County)
People of County #4
Board of Supervisors
Board of Trustees Library B (County)
People of County #5
Board of Supervisors
People of City X
Mayor & Board of Aldermen
Board of Trustees Library C (City-County)
People of City Y
Mayor & Board of Aldermen
Board of Trustees Library D (Municipal)
People of County #6
Board of Supervisors
Board of Trustees Library E District Center Library (County)
AGREEMENT FOR COOPERATION
People of State of Mississippi
Governor
Board of Library Commissioners
Mississippi Library Commission
Demonstration Director
Executive Board for the Demonstration
Cooperative Services

POSSIBLE ORGANIZATIONAL STRUCTURE OF DEMONSTRATION LIBRARY SYSTEM



OBJECTIVE II (SUB-GOAL III, GOAL I):

To sponsor and aid a demonstration of cooperative public library service in one of the proposed library districts, meeting or as nearly as possible meeting the standards adopted for Mississippi.

Major Purposes of the Demonstration:

1. To enable those in the district to experience adequate library service in action and others throughout the state to observe it, including librarians, trustees, public officials, and the general public.

2. To involve them in all stages of preparing for, conducting, and evaluating district type service.

3. To find answers to questions and solutions to problems applicable, so far as possible, to library development throughout the state. Concerns would include interim and ultimate structure and authority, financial support, services, and the best ways to foster local interest and full participation from the grass roots.

4. To demonstrate development of appropriate special services, applicable elsewhere, rooted in strong general service. For example, if the area selected should include many very poor, jobless, under-educated residents, the full strength of the district system in staff and resources could be put behind special programs to meet their particular needs.

5. To experiment with and demonstrate development of current information services in full range to meet the inarticulate as well as articulate demands of all segments of the population and to give the information function of the library top priority. New ways of selecting, training, and using staff could be required to develop the necessary communication between library and potential users.

6. To demonstrate effective service patterns for reaching rural residents, the home bound, the physically handicapped, and those in institutions. Services to the physically handicapped and those in institutions would supplement state agency services, reach those in local institutions not served by the state, and in all cases provide the personal link between library and users. This would be particularly important for areas where local libraries so far have not distinguished between genuine outreach and the formality of opening their doors to "outsiders."

7. To explore possibilities for federal and other grants outside of the Library Services and Construction Act that could help the library provide needed services or obtain needed facilities, perhaps channeled through the Planning and Development Districts with the assistance of planning personnel.

Criteria for Selection of a District for the Demonstration:

These would include a population base of at least 150,000. Several independent libraries should be in the area so that answers to questions concerning structure, authority, and the securing of full participation and cooperation might be sought.

Evidences of potential interest and desire to cooperate should be looked for. The district should contain one or more priority counties for service to the disadvantaged, as listed in the Basic State Plan, for demonstration of service to this group.

Constraints:

1. Difficulty in obtaining full participation of all libraries and government units in the district, even though cooperation rather than consolidation is accepted as the basis for joint effort.

2. Difficulty in financing the establishment and the operation of the demonstration at an effective level approaching $5 per capita and of maintaining it at this level after the conclusion of the demonstration. It is proposed to phase out the present program of 10¢ per capita aid from federal funds to all multi-county systems in fiscal 1974 and to use the money represented, probably at least $100,000, to help establish the demonstration. Requirements for local support will also be made, to be determined later, possibly the maximum under the present state law.

   Chart #7 presents sample estimates of how operating costs of cooperative district service might be met during the years 1975, 1976 and 1977. It includes a proposed state equalization grant program to balance the burden and provide equal service for all regardless of differing financial abilities among counties within districts and among the districts. This program would include financial assistance to the district center libraries to enable them to build resources and staff for the benefit of the entire district. Details will need to be worked out later.

   It also assumes that each district might receive, on the average, $75,000 in federal support from sources not yet in sight but to be explored and about $3,000 on the average from gifts and other miscellaneous sources.

   It does not include the approximately $100,000 in federal funds proposed for diversion from the present per capita grant program for multi-county systems, since this money would be needed to meet establishment and experimentation costs of the demonstration outside of normal operating costs.

3. Problems arising from the boundaries of the present library systems that overlap the district boundaries.

4. Problems concerning structure and authority. Fear of loss of local control.

5. Fear that service extended to poorer areas would dilute service in wealthier areas, a problem that the above state equalization grants available to cooperative districts throughout the state could eventually overcome.

6. Changes that might be needed in the state law.

Alternative:

To encourage and assist in the formation of the 11 proposed systems without the demonstration. Establishment aid would be distributed impartially to all districts

at the beginning. Objections are: (1) Adequate library service has been neither observed nor experienced anywhere in the state to date. This may be one important reason why people have not demanded it and been willing to pay for it. (2) The demonstration is needed not only to show adequate library service but to work out the problems and procedures involved in converting to district-wide operation. (3) Unless state and federal aid can be increased much more rapidly than seems likely in the near future, it would be too diluted to make a significant contribution anywhere.

Target Dates:

Fiscal 1973: Continued discussion of the district plan and the demonstration with librarians, trustees, public officials, and interested individuals and groups throughout the state.

Fiscal 1974: Selection of a district for the demonstration, planning, preparation, and, if possible, beginning of service.

Fiscal 1975-1976: Demonstration of service in progress.

Fiscal 1977: (1) Conclusion of the demonstration, reporting to the district and to the state, feedback, final evaluation and analysis.

(2) Beginning of independent operation of the system demonstrated without special help from the state (although state aid would of course continue to be provided on bases applicable to all libraries and districts meeting standards).

(3) Application of demonstration findings to development elsewhere.

Evaluation, Feedback, and Revision of Program:

Provision needs to be made for these during as well as at the end of the demonstration. The local authority structure would be involved in any decisions for change.

OBJECTIVE III (SUB-GOAL III, GOAL I):

To reach a minimum of $5 per capita for support of local public libraries throughout Mississippi.

While a population base of at least 150,000 should enable a library system to use the funds it has more efficiently, it cannot substitute for gross lack of

funds. For example, the best communication, request, and delivery systems based on shared collections cannot really make one book do the work of ten. These activities can result in an increase in overhead cost outweighing any advantages from book sharing, if not supported by adequate total collections. While full service according to ALA standards would no doubt cost more than $5 per capita today ($8.23 for a library system serving a population of 200,000 according to Costs of Public Library Services: 1971, reprinted by the American Library Association from PLA Newsletter, October 1971) and still more five years from now, the $5 objective seems to be the maximum realistic for Mississippi libraries according to present information. More study of financial support is planned. Chart #2 shows the 1971 support of public libraries by district. Total amounts ranged from $159,077 to $729,145 per district, divided among the four to seven libraries per district. Millage equivalent ranged from 1.20 to 2.00 mills and per capita support from $1.26 to $1.81 per district. Chart #2 also shows the 1971 assessed valuations of the districts, total and per capita. Local effort to support library service varied considerably. For example, the Northeast District with the lowest assessed valuation per capita devoted the most millage to its public libraries. Although its per capita support was relatively low, it headed the list in terms of effort. Looking at the support of individual public libraries from local public funds in 1971 we find the following:

Total support from local public funds for all libraries ranged from a low of $500 to a high of $388,000 (Jackson Municipal Library). Median support was $42,074. Breakdown was as follows:

Local Public Support ($)	All Libraries	Multi-County Libraries
Over 100,000	10	6
75,000 -- 100,000	9	4
50,000 -- 75,000	5	1
25,000 -- 50,000	15	4
10,000 -- 25,000	7	0
Under 10,000	10	0
Total	56	15

Two-thirds of the multi-county systems had incomes of $75,000 or over, while only one-third of all libraries had this much. All were far short of the recommended minimum budget of $750,000 produced by a population base of 150,000 and $5 per capita. Eighteen percent of all libraries had incomes under $10,000, but no multi-county systems fell in this category. Multi-county system formation was therefore related to increased, although still very inadequate, total operating funds.

A study of per capita support tells a different story. In 1971 the range for all libraries was from $0.17 to $3.99 and for multi-county libraries from $0.76 to $1.96 per capita. The median for all libraries was $1.44, for multi-county libraries $1.43. Breakdown was as follows:

Local Public Support ($ per capita)	All Libraries	Multi-County Libraries
Over 3.00	1	0
2.50 - 3.00	1	0
2.00 - 2.50	9	0
1.50 - 2.00	14	6
1.00 - 1.50	18	7
.50 - 1.00	10	2
Under .50	3	0
Total	56	15

Twenty percent of all libraries had a per capita support of $2 or better. None of these were multi-county. Twelve libraries had a higher per capita income than any multi-county system. Of the 12, six were municipal libraries, four were city-county libraries, and two were county libraries. It seems evident that formation of multi-county systems to date has resulted in higher total incomes but relatively low per capita incomes. We see again the picture of financially weak libraries serving rural areas surrounding but not including the wealthier cities and counties. It points to the need for a comprehensive statewide plan for system development, with teeth in it, including the tying of state aid to standards for cooperation with the plan and perhaps even through

revision of the state library laws relative to system formation. It also points to the need for state equalization aid to enable wealthier cities and counties to take on responsibilities as partners in joint service with poorer areas without sacrificing their own level of service. Equalization aid could make it possible for every Mississippian to have access to equally good library service, regardless of whether he lives in a wealthy or poor county. If such equalization is accepted as desirable for the public schools, it should be for public libraries, since the latter are also essential components in the state's public education system.

Increase in Local Support:

The aim to increase local support should take into account (1) the maximum possible under the present state law, (2) desirability and possibility of changing the law to permit better local support, (3) the proportion of state and federal funds that should supplement local funds, (4) the relation of local support standards and state aid to development of systems according to the statewide plan, and (5) the future of county assessments with respect both to general trends for increase and to possible revisions of assessments. Study of these questions is needed.

Constraints:

(1) The state law limiting county library tax levies to two mills and city tax levies to one mill for public library operation. City tax levies are based on city assessments. In some counties a one mill city tax might almost equal a mill based on county assessed valuation, in others with only small towns the town library millage would be negligible. Potential support from city taxes has been roughly estimated to be equivalent to half of a county mill, making a total of about 2 1/2 mills possible for library operation under the law. (2) Unequal county assessments. (3) A relatively high state income tax subtracting from local ability to pay for services. (4) The relatively low priority given public libraries by the public and its elected officials.

It is hoped that the demonstration of good service will shed some light on why public libraries occupy such a low place on the scale of public support, perhaps suggesting rearrangement of the library's own service priorities toward more emphasis on meeting information and education needs.

Alternative:

To look to state and federal funds to fill the entire gap between present local support and total support needed. This is rejected in favor of the dual approach - more local and more state and federal support.

Target dates for increase in local support:

Fiscal 1974: County and municipal tax support equivalent to the proceeds of a county tax of at least 1 1/2 mills in every county.

Fiscal 1975: County and municipal tax support equivalent to the proceeds of a county tax of at least 2 mills in at least 50 percent of the counties.

Fiscal 1976: Revision of the state law to raise the ceiling on county library tax levies to at least 5 mills and on municipal library tax levies to at least 3 mills or to eliminate the ceilings.

Fiscal 1977: Local public support equivalent to a minimum of 2 1/2 county mills in at least 50 percent of the counties. Since 2 1/2 mills paid by counties or by counties and municipalities in combination would probably not raise $5 per capita in most district library systems, the balance would need to be looked for from other sources, particularly state and federal.

Increase in State, Federal, and Other Support:

In 1971 approximately 92% of operating support was from local public funds, 4% each from state cash aid and from miscellaneous sources such as fines and private gifts. Consideration should be given to the desirable and the possible proportion of non-local support. The ratio of 50% local public funds and 50% other funds might be considered, balancing the desire for local control with the need for equalization of opportunity to use adequate public libraries for all Mississippians.

Types of state and federal aid:

1. The staff improvement grants program: Sixteen professional positions in local public libraries are now funded wholly or in part by the state. An expanded version of the program will be funded by the state beginning in Fiscal 1973, having just been passed by the 1972 state legislature. Details are given in the appendix.

   At present there are 75 professional librarians working in 28 of the Mississippi public libraries. The remaining 28 libraries have no professional librarians. Thirty-six of the 75 hold a fifth year degree from an ALA accredited library school. They include 14 administrators. Four hold a fifth year degree from a library school that is not accredited, 31 have undergraduate majors in library science, and four have a Master's Degree in a subject field, but little or no library science.

   Distribution of professional librarians is as follows:

No. of Librarians per Library	No. of Libraries
12	1 (Jackson Municipal Library)
6	2
5	2
4	2
3	3
2	6
1	12
0	28

   Target Date:

   Fiscal 1975: 89 professional library positions funded through the staff improvement grants program.

2. Per capita grants to encourage establishment of adequate library systems and to equalize service over economically unequal areas.

   Some considerations for the future:

   a. Revision of the per capita aid program to stimulate the formation of district systems according to the comprehensive statewide plan and particularly to aid the development of the district resource centers to serve all residents of the district, directly and indirectly.

   b. The channeling of most of the present federal per capita grant funds into the proposed demonstration of district service as an establishment grant.

c. Introduction of the equalization principle into allocation of per capita grants considering both relative economic ability and the higher cost of serving sparsely populated areas adequately.

d. More total state and federal funds needed to accomplish the above and to supplement local support to reach $5 per capita.

3. Special purpose grants: For development of particular service programs or facilities. These might be through the Library Services and Construction Act, but other possibilities exist and should be explored. The staffs of the Planning and Development Districts could be of help in planning for needed programs and seeking sources of funds to carry them out.

Target Date:

Fiscal 1974: A new position on the staff of the Mississippi Library Commission responsible for assisting local libraries and the state agency to prepare special project proposals and seek funds.

Other support for special purposes could involve both the active solicitation of local gifts of substantial nature and funds from private organizations and foundations. Due care would of course need to be taken that no strings are attached to any private gift that would be inconsistent with the library's public policies and responsibilities. Also, such gifts should be considered a means of enriching the program but not a substitute for dependable and adequate public support.

OBJECTIVE IV (SUB-GOAL III, GOAL I):

To have adequate staff in all of the state's public libraries: At least one professional and two clerical workers for every 6,000 population served.

Criteria:

ALA standards, addenda to 56.i: "For every 6,000 population served there should be one professional and two clericals."

As shown on Chart #4, 369 professional librarians and 739 other staff members should be employed according to Mississippi's 1970 population. Only 20% of the former and 55% of the latter are actually employed.

Target Date:

Fiscal 1977: To have at least two-thirds of the number needed in each group.

As the need for administrators decreases with reduction of the number of separate libraries to eleven according to the district plan, more librarians at the higher levels would be specialists in other fields, greatly enriching total service. Salaries should recognize the importance of these fields of specialization particularly as applied in the district systems. Specialties would include: technical processes, work with children, work with young adults, adult services, extension services, work with the disadvantaged, new literates, the physically handicapped, the aged, etc., audio-visual services, publicity and public relations, subject fields such as art, music, business, and science.

Information librarians would be needed to work both within and without the library walls, often teamed with indigenous lay aides, expert in communication with potential users who may be inarticulate or not accustomed to looking to the public library for information or indeed any services.

OBJECTIVE V (SUB-GOAL III, GOAL I):

To obtain the additional library facilities needed and to improve the quality of present facilities.

Additional facilities needed are shown on Chart #3.

With the future of Library Construction Act funds uncertain, even more emphasis must be placed on encouraging local communities to provide the funds for facilities needed and on seeking other sources of construction aid. One example: aid through the Appalachian Regional Commission where applicable.

As more libraries become members of district systems headed by qualified staff, they will be able to prepare their own building programs instead of looking to the state agency to do this. The state agency construction department would then be able to concentrate on consultant service instead of spending so much time actually preparing local programs.

Target dates: See construction program in Chapter VII.

OBJECTIVE VI (SUB-GOAL III, GOAL I):

To make a high level of resources and information services available locally to all residents through development of district resource and service centers supplementing and coordinating adequate community resources throughout the district.

Criteria:

ALA standards for materials, 31-47. Particular attention is called to standards 37, 38, and 39 describing the resources needed by community libraries, systems, and system headquarters. System and system headquarters correspond to district and district resource and service center in this objective.

The Library Commission would then be relieved of the obligation of supplying ordinary materials and reference service to backstop weak local public libraries and could concentrate on more specialized resources to back up the statewide network.

The total quantities of major types of materials in Mississippi public libraries compared with ALA standard 39.i are shown on Chart #2. However, the standard cannot be applied properly to the state as a whole. It assumes that the recommended quantities of materials were selected to meet the needs of local systems serving 150,000 people or more.

One may get a better idea of collection adequacy by looking at the holdings of the individual libraries. The shortages are obvious. The number of books reported for 1971 ranged from 1,438 to 249,985 per library, with a median of 28,212 volumes. The number of volumes added in 1971 ranged from only 46 to 16,022, with a median of 2,359 volumes. Thirty-nine of the state's 56 libraries reported in 1971 that they had collections of recordings ranging from 12 to 4,222 per library. The median was 363. Only six of the libraries reported having collections of films, ranging from one film to 100 films each. Nineteen libraries reported having framed pictures for loan, the collections ranging from three to 180 pictures. Forty-four libraries reported current periodical titles held, ranging from six to 480 titles. The median was 81.

Target Dates:

Fiscal 1974: Development of a district resource and service center to serve the six counties of the Northeast District.

Fiscal 1974: Development of a district resource and service center in the district selected for the demonstration.

Fiscal 1974: Designation of optimal locations of centers in the nine remaining library districts.

Fiscal 1976: Resources in the demonstration district and center to meet ALA standard 39.i.

OBJECTIVE VII (SUB-GOAL III, GOAL I):

To review the state library laws in relation to library financing and library structure and authority and to seek changes that may be needed in view of the statewide plan for systems.

SUB-GOAL IV (GOAL I):

Interlibrary cooperation through a statewide network to make the full resources of the state available to all residents, coordinated by the Library Commission and including libraries of all types and other information and resource centers.

The statewide network should operate on three levels to meet the needs of users:

1. Local community level: Community public libraries, cooperating with other local libraries and information sources including school libraries and government, to reach each resident through convenient service outlets.

2. District level: The district resource and service center, cooperating with other libraries and information sources on a district as well as local basis, including college, special, and school district libraries and media centers, institutional libraries, and government agencies. The district center reaches each resident through convenient service outlets in its own community, affiliated libraries elsewhere in the district, and bookmobile, mail, and telephone service.

3. State level: The Library Commission in cooperation with other state library agencies and departments and other major state and federal resource centers linking each resident, whoever and wherever he may be, with these resources and community libraries.

Criteria:

The ALA Minimum Standards for Public Library Systems, 1966

While this entire document is the basis for the three-level network service described here, the following quotation, pp. 11-12, summarizes it. "System

headquarters" in the quotation corresponds to the district resource and service center above.

> "These standards, then are for systems of library service, making resources and services available to the local readers, but not necessarily all available within the local community. To meet the needs of the user, whoever and wherever he may be, the system operates on these several levels:
>
> The community library, working jointly with the school library, the college library, and the special resource libraries in its area
>
> The system headquarters, supplying resources in depth and specialized personnel
>
> The state library agency, using its own resources and those of universities, bibliographic centers, and federal libraries."

OBJECTIVE I (SUB-GOAL IV, GOAL I):

To develop and coordinate through the Library Commission a comprehensive plan for building and using the total library resources of the state.

Target Date for Completing Plan: June 30, 1973.

The plan should:

1. Involve the resources available in all types of libraries: government, academic, business, and special, private as well as public.

2. Include the use of all types of resources: books, films, recordings, journals, newspapers, brochures, documents, pamphlets, pictures, etc.

3. Recommend the best method for establishing and maintaining maximum bibliographic access, which will involve and affect the current policies and procedures of the Departments of Reference and Technical Processing.

4. Include the development of a rapid communication network and delivery system for easy access to materials and information, considering expansion and improvement of the system now in operation.

5. Adhere to library development all over the state and nation in projecting the service to be rendered in a five-year span of time.

6. Give particular consideration to the development of resource centers in the two metropolitan areas (Jackson and the Gulf Coast). The Jackson area should receive first priority since it is the location of the state agency and a wealth of other valuable resources located in other state agencies, colleges, and the Education and Research Center.

Other considerations include:

1. Methods of creating awareness of what is available and where through libraries of all types and at all levels in the state.

2. Reciprocal use agreements among libraries and improved interlibrary loan and copying arrangements.

3. A statewide library card for use in public library systems and eventually in other types of libraries as well.

4. Interlibrary agreements for acquisition and use of materials in selected fields to avoid unnecessary duplication and to insure provision of all that is needed in full range and variety somewhere in the state.

5. Methods of fairly distributing costs of services extended by libraries outside of their normal service areas or to persons outside of their primary clientele. These would include state grants and various types of interlibrary contracts.

6. New equipment and techniques, including uses of computers.

SUB-OBJECTIVE I (OBJECTIVE I, SUB-GOAL IV, GOAL I):

To add to the staff of the Library Commission a new position, Assistant Director in charge of public service, with responsibility for planning and coordinating library services at the state level.

This position has been budgeted for Fiscal 1973. The Assistant Director for public service will work with representatives of other state library agencies and departments, university and special libraries, the Mississippi Library Association and others to develop the plan and to implement it as rapidly as possible thereafter.

Target Date: Fiscal 1973

OBJECTIVE II (SUB-GOAL IV, GOAL I):

To develop effective and current information and referral services relevant to the daily problems and concerns of all residents of the state.

Primary activities toward this objective will generally take place at the community or district level and involve person-to-person relationships between library staff and users or groups of users. Very close cooperation between district and community public libraries, other libraries and information centers public and private, and government departments will be needed.

This objective does not suggest that the public library take on social service and specialized counseling functions that need qualified personnel

trained in these particular disciplines. It does call for the public library to qualify itself to be the first point of contact for persons who are not ready or able to seek more specialized service at the time. These may include persons who need more specific help but do not know where to turn for it, who have not identified their problems or questions clearly enough, or who lack the communication skill or incentive. Through the library, as a first step, they may become able to go on to other sources as needed. The library can often refer them to appropriate sources and may actually make the contact and engage in follow-up as circumstances indicate.

Guidelines defining the nature and limits of the library's role and responsibilities in relation to other agencies must be prepared. Concerns will include ethics, the confidential relationship between inquirer and librarian, charging systems that protect privacy, staff training in communication and interviewing, and physical facilities and arrangements that invite the kind of confidential consultation required if the librarian is to understand fully the need of the inquirer.

SUB-OBJECTIVE I (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To identify the actual and potential needs of all segments of the population for such information and referral services through libraries.

The library and community studies outlined previously will be designed with this sub-objective in mind.

Target Date: Fiscal 1973

SUB-OBJECTIVE II (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To inventory the present sources of information and assistance relevant to the identified needs at the community, district, and state levels.

This should be partially achieved through the studies proposed for 1973.

Continuing activity will be needed to keep the inventory up-to-date.

SUB-OBJECTIVE III (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To explore at the state level, through the Library Commission, the possibility of a current information system, up-dated daily, perhaps computerized, to back up local and district information inventory activities.

SUB-OBJECTIVE IV (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To prepare a manual on operation of current information and referral services, including the above guidelines, to assist local and district libraries.

The manual will also serve as a guide for experimentation with such services within the district demonstration. Work on it should be coordinated with work on the manual proposed in Chapter IX for service to the disadvantaged.

Target Date: Fiscal 1974

SUB-OBJECTIVE V (OBJECTIVE II, SUB-GOAL IV, GOAL I):

To demonstrate current information and referral services as a project within the proposed demonstration of cooperative district service.

A full range of supporting cooperative relationships between the public library and other sources of information and assistance should be developed in this project.

Target Date: Begin in Fiscal 1974, Continue through Fiscal 1977

OBJECTIVE III (SUB-GOAL IV, GOAL I):

To develop the Jackson metropolitan area as the major resource center of the state, involving cooperation and coordination of the many library and related agencies in the area.

These agencies include the six library agencies at the state level described in Chapter II, the university and college libraries in the area, Jackson Municipal Library, state departments offering information and materials, private groups with public information functions, particularly those with state headquarters in Jackson, and others. The Library Commission would provide leadership and also could offer additional services through its Technical Processing and Reference Departments to facilitate bibliographic access and to increase awareness of what is available. The Library Commission is already processing materials for some state agencies.

The Jackson resource center would form the hub of the statewide network. It would be coordinated with major resources elsewhere in the state, including university and special libraries.

Target Date: Fiscal 1975

OBJECTIVE IV (SUB-GOAL IV, GOAL I):

To develop the Gulf Coast metropolitan area as another major resource center of the state.

This project would be part of the statewide network effort. It would involve not only the Gulfport and Biloxi public libraries and the Jefferson Davis Junior College library, but also important special libraries including the Keesler Air Force Base library and the Gulf Coast Research Laboratory marine sciences collection.

Target Date: Fiscal 1976

OBJECTIVE V (SUB-GOAL IV, GOAL I):

To evaluate the present statewide telephone and teletype reference service project and to expand and/or modify it accordingly.

This project, funded under LSCA Title III, is described in the Fiscal 1973 annual program. It constitutes the rapid communication aspect of the statewide network at its present stage of development, supplemented by the postal service. Evaluation will be done in the course of preparing the network plan. Considerations include:

1. Two-way WAT service instead of the present one-way service between the Library Commission and the local public library systems. This would enable libraries to call the Commission Reference Department while library users needing its services are present and able to participate.

2. One- or two-way WAT service within cooperative library districts between the district center library and local service outlets. This could be tried first within the proposed demonstration of district cooperative service.

3. Extension of teletype service to additional academic and special libraries.

4. Funds to expand the service.

Target Date for Evaluation: Fiscal 1973

OBJECTIVE VI(SUB-GOAL IV, GOAL I):

To evaluate the Library Commission's Centralized Processing Center, expand and/or modify its services to libraries and to state institutions and departments, and, through these activities, to improve bibliographic access to the various state resources.

The Technical Processing Center is described in the annual program for fiscal 1973. It now does complete standard processing for public libraries meeting eligibility requirements, using LSCA Title I funds. It also processes for the Library Commission, libraries for patients in state hospitals, and residents of state schools for the handicapped and of the penitentiary, and libraries in certain state agencies and departments desiring service. Other participating state agencies and departments are the Educational Media Services of the Department of Education, the Department of Public Welfare, and the State Law Library. The new Assistant Director for public service will work with the Chief of the Processing Center on this project.

Possibilities to examine include:

1. Extension of standard processing to additional libraries, particularly in the Jackson area.

2. Other types of organization and indexing of materials, especially documents, pamphlets and fugitive items, located in many places in the Jackson area, in the interest of statewide information needs, awareness and access.

3. Provision of card sets only for books, eliminating physical processing. Some libraries may prefer to do their own physical processing, but want card sets.

4. Compilation of a union catalog of state agency materials with supplements.

5. Automation.

Constraints include:

1. Lack of funds for additional activities. Charges might need to be made and some services provided by contract. The state might provide funds for organization of state materials.

2. Organization of materials in all state departments in a consistent manner may be desirable for state network access, but compete with long standing in-department systems.

3. Central processing time can be a serious obstacle. Agencies providing information may require access to new materials on a daily or even hourly basis. Immediate access has to take precedence over organization and processing. Perhaps the Center could send a team and portable equipment to the site to take care of some types of material on the spot.

Target Date for Evaluation of the Center: Fiscal 1973

OBJECTIVE VII (SUB-GOAL IV, GOAL I):

To promote and assist cooperation between public and school libraries in development and in service.

Attention needs to be given to this important relationship in the studies of library needs and effectiveness in 1973 and in the preparation of the comprehensive statewide plan for public library development in 1974. Activities toward this objective include definition of respective roles and responsibilities and formal or informal agreements concerning selection of materials, hours of service, use policies, teaching of school and public library use, coordination of resources with assignments, etc. More important than any such agreements, however, would be the development of close and mutually appreciative working relationships between the institutions and their personnel, based upon concern for the total welfare of the child.

Some specific areas of cooperation to consider include:

1. Joint processing of materials.

2. Field trips to the public library scheduled by the school at strategic points in students' school progress.

3. Availability and use of audio-visual materials and equipment for both school and general public purposes.

4. Adult and remedial education activities.

5. Cooperation on a district basis to make professional and related materials more available locally, supplementing the State Department of Education Professional Library, Special Education Instructional Materials Center, and Examination Center services.

6. Establishment of joint school and public library service centers designed to bring together the resources and services of both at the point of need.

   Such a service center might be located on school grounds or it might better be located in its own facility convenient to the school but off campus. It might be jointly financed by contract. It would be open generous hours outside as well as during school hours. It could offer a selection of professional materials for teachers and helpful materials for parents in addition to resources for children. Such a proposal involves many positive and negative considerations and constraints which the Library Commission is not prepared to elaborate upon at this time. However, experimentation with such a center could be considered within the proposed cooperative district demonstration.

7. Instead of joint or cooperative school and public library operations as suggested above, an alternative consideration could be a complete division of labor. For example, all library services to children within a certain grade range such as grades one through six could be turned over to the school. The public library would then continue to be the library for pre-school children and to share the library responsibility for older children. In the higher grades the school library would be responsible for all essential curriculum-related materials and services and the public library would supplement these to enable older children to explore as widely as they may desire. At present the Library Commission tends to be more interested in cooperation than in separation, but remains open to other ideas pending further study in cooperation with the Department of Education.

   Addition to the Commission staff of a specialist in work with children and young people in fiscal 1976, or earlier if funds should permit, as proposed for strengthening the state agency, will be important to the full development of school and public library service, whatever direction this may take.

OBJECTIVE VIII (SUB-GOAL IV, GOAL I):

To promote and assist cooperation between colleges and universities, their libraries, and public libraries.

Junior or community colleges and local branches of universities offer promising possibilities for additional cooperation at the local and district levels. Colleges are broadening their scope, enrolling adult students of all ages, holding evening and Saturday classes, and providing a wide variety of new vocational, business, technical, hobby and cultural courses as well as the usual academic fare. They are increasing in number throughout the state. More have been authorized by the 1972 Mississippi Legislature.

These colleges put a heavy demand upon public libraries. Their own libraries often have not been able to keep pace with their rapid growth, many students work and commute and do not have time on campus to use the college library, and courses may be so varied and changing to meet changing current needs that they cannot be supported adequately by the standard college library collection. Students also depend upon the public library for materials needed for correspondence courses. As colleges become more community oriented serving adults of all ages, the informal use of the public library for college related

purposes increases. How best to coordinate and finance college related library services in view of these trends needs study.

In addition, there is a movement now toward more formal college and public library collaboration. Colleges may outline and supervise courses under a formal agreement with a public library to provide materials and assistance to the student. This type of collaboration could have a place also at the high school or even upper elementary level, particularly in a rural state such as Mississippi where many adults in the population have limited or no formal education, yet cannot get to the campus for remedial classes due to work, family, or transportation constraints. Students could base their study at conveniently located public library outlets or use mobile services.

Through such a marriage of school or college and public library educational services, the old public library adult education dream may more nearly come true than ever before.

Possibilities for collaboration along such lines should be seriously explored, including financial considerations, in addition to the more usual types of cooperation such as reciprocal use, interlibrary acquisition and loan agreements, etc.

While, in general, agreements between public libraries and universities would be handled at the state level, coordinated by the Library Commission, local agreements would also be in order between a university and the public library system in its area. Agreements could also include provision for student experience working in public libraries and the use of public libraries as laboratories for library science and education courses.

An experimental project involving college and public library collaboration could be undertaken within the proposed demonstration of district service.

Target Dates:

Study and Planning: Fiscal 1973-1974

Project in Action: Fiscal 1975-1977

OBJECTIVE IX (SUB-GOAL IV, GOAL I):

Cooperation between public libraries and vocational training and employment agencies.

Informal use of public libraries for vocational training and employment seeking purposes is of course well established. Identification of such needs and ways of meeting them more effectively, in cooperation with other agencies in the field, should be an important part of the studies proposed for 1973.

Possibilities for more formal collaboration should also be studied, with particular attention to agencies concerned with training and employment of the disadvantaged, occupationally displaced, and handicapped.

Opportunities for such collaboration could be looked for in planning the proposed demonstration of district service.

CHAPTER VII

LIBRARY FUNCTIONS AT THE STATE LEVEL

GOAL II: To develop and support at the state level a strong administrative agency that can fulfill a role of leadership in planning, evaluating, assisting, and coordinating total library development in Mississippi as is required to meet the needs of the people.

* *

The major function of the Mississippi Library Commission in the past has been quite different from the role that is foreseen in the future. The state agency has in the past functioned primarily as a headquarters for a statewide library system - providing many services that should have been provided locally simply because there was no one locally to provide the service. The Library Commission has tried to be "all things to all people" and such a function cannot be fulfilled. With the acceptance of this fact, the new role for the future is anticipated with great expectations. It will be necessary for the Library Commission to assume a new role of leadership if the program for library development presented in the previous chapter is accomplished with any degree of success. The scope of this new role of leadership is in keeping with the state laws which say that the Library Commission may use any funds, separate and apart from the general funds of the Commission, which might come into its custody from any source, for the purpose of establishing, stimulating, increasing, improving, and equalizing library service in the various counties within the state. Using the ALA Standards for Library Functions at the State Level as a guide, with due consideration given to those most applicable to Mississippi, the long range goal stated above was established as the greatest need for library functions at the state level.

Realizing that it will be impossible to change roles overnight, the next few years will be an adjustment period from one role to another. Until the 11 cooperative systems become operational the Library Commission will have to

continue providing many direct services to local libraries if citizens are not to be deprived of access to library material and information that is available for their use.

The first chapter of the ALA Standards for Library Functions at the State Level recommends leadership by the state agency in "the development of statewide plans involving all types of libraries at all levels within the state". The achievement of a basic plan for this purpose represents the major emphasis of the efforts set forth in this long range program.

SUB-GOAL I (GOAL II):

To plan, foster, evaluate, and provide acceptable administration for library programs made possible through Federal, State and local appropriations.

OBJECTIVE I (SUB-GOAL I, GOAL II):

To maintain a five year program for library development that accurately represents goals and objectives that will lead to the achievement of total library service for all of the citizens of the state, and review, revise, and amend as necessary on an annual basis.

Because we realize the value of having a guide for library development such as has been proposed through the compilation of a long range program, we would like to improve this edition and continue the intensive planning process. For this reason we have developed target dates that will allow the necessary activities to continue. Specific activities and the need for more data are expressed throughout this long range program under the goals and objectives to which the specific activity or needed data are related.

SUB-OBJECTIVE I (OBJECTIVE I, SUB-GOAL I, GOAL II):

To continue in FY 1973 the intensive planning and needs assessment activities that began in FY 1972 and could not be completed for inclusion in this edition of the long range program, because of the lack of time, money, and qualified expertise needed to acquire accurate data or conduct meaningful activities.

SUB-OBJECTIVE II (OBJECTIVE I, SUB-GOAL I, GOAL II):

To evaluate the current edition of the long range program in light of new data and revise as deemed necessary through amendments or a complete new edition by June 30, 1973, and/or June 30 of any fiscal year thereafter.

SUB-OBJECTIVE III (OBJECTIVE I, SUB-GOAL I, GOAL II):

Review and amend the Basic State Plan, the Long Range Program and the Annual Program on an annual basis in keeping with the rules and regulations established through the Library Services and Construction Act, as amended.

OBJECTIVE II (SUB-GOAL I, GOAL II):

To plan for the development of, and give priority to, programs and projects designed to extend and improve library service to individuals, groups and areas that have been designated as state and national priorities:

1. groups of persons in geographical areas that are without library service;
2. groups of persons in geographical areas that have inadequate library service;
3. residents of state institutions;
4. individuals with physical handicaps;
5. disadvantaged persons in urban and rural areas;
6. metropolitan libraries serving as national or regional resource centers;
7. other individuals, groups, and areas that are designated as state and national priorities: Aging, Migrants, Shut-ins, Right to Read Programs, Adult Education, Childhood Education, Environmental Education, Career Education, Drug Abuse Education, etc.

OBJECTIVE III (SUB-GOAL I, GOAL II):

To establish pertinent criteria whereby libraries may become eligible for participation in programs administered through the state agency; such criteria to represent requirements deemed necessary to further develop and improve any service for which a program is intended.

Libraries are eligible for assistance and participation in library programs administered through the Mississippi Library Commission if they do not meet the criteria established in the Basic State Plan for adequate library service:

A. An annual per capita income of $5 for its entire service area;

B. Serve a population of at least 100,000;

C. A service outlet, stationary or mobile, within 15 minutes travel time of most of the population of its entire service area;

D. Meet the standards set forth by the American Library Association in Minimum Standards for Public Library Service.

Additional criteria are stated in the Basic State Plan to allow special consideration to groups of persons if library service is not available or considered inadequate. The same criteria are mentioned in the Long Range

Program under goals and objectives directly related to these groups of persons: (1) disadvantaged; (2) physically handicapped; and (3) residents of state institutions.

OBJECTIVE IV (SUB-GOAL I, GOAL II):

To establish and administer an evaluation system that will provide planners and decision makers with pertinent data concerning the effectiveness of general and specific programs of service.

The need for this service has been most obvious in the preparation of this long range program. Evaluation procedures have not been built into our current programs and decisions concerning new programs are based on shaky ground because accurate data concerning the effectiveness of past and present programs is not available. The Annual Reports currently received from public libraries have been our primary source for determining growth and development along with our personal observations. Though valuable they are geared toward the collection of quantitative statistics and tell us nothing about the quality of service rendered.

Qualified personnel are not available at the state level with the expertise to develop and coordinate a program of evaluation that will provide meaningful data. We have not developed a system for adequately evaluating our growth and development, nor have we been able to provide organized reporting of inadequate evaluation. For these many reasons, the following targets have been set:

SUB-OBJECTIVE I (OBJECTIVE IV, SUB-GOAL I, GOAL II):

To utilize in FY 1973 the Advisory Council as an active evaluation component to assist the state agency in determining the effectiveness of current and potential library programs in relation to their purpose and proposed achievement.

Guidelines will have to be established in order to keep the Council members aware of the purpose of the programs being evaluated; results desired; and the methods being used to achieve the desired results. On the scene observations might prove most helpful.

SUB-OBJECTIVE II (OBJECTIVE IV, SUB-GOAL I, GOAL II):

To employ in FY 1974 at the state level someone qualified, through special training in evaluation methods, to coordinate a statewide system of effective evaluation.

SUB-OBJECTIVE III (OBJECTIVE IV, SUB-GOAL I, GOAL II):

To devise methods for collecting more meaningful data through annual reports from libraries that can be used nationwide and designed to portray some type of relevance to the quality of service rendered.

Target Dates: 1974 - Completion of new forms to be used for reporting in FY 1975

This time frame seems necessary in order to prepare libraries for the type of information that will be requested so that they may establish methods of recording and reporting the information needed. The design of a new form should consider all types of libraries so that a statewide picture of library conditions may be visible for any given year. The collection of data from libraries other than public will be on a cooperative basis. The new form should provide for narrative reports of innovative projects.

SUB-OBJECTIVE IV (OBJECTIVE IV, SUB-GOAL I, GOAL II):

To publish on a regular basis the results of all program evaluations, through the Mississippi Library News, local newspapers, direct mailings to interested individuals, and national journals when the subject seems pertinent.

SUB-GOAL II (GOAL II):

To employ and maintain an adequate and competent staff to perform the leadership, consultative, planning, and administrative responsibilities necessary for top quality service at the state level.

OBJECTIVE I (SUB-GOAL II, GOAL II):

To evaluate the staff organization of the Library Commission and reorganize where feasible in order to provide more effective management in relation to the agency's role of planning and coordinating statewide library development.

Justification:

The current organization of the Mississippi Library Commission is based primarily on the existing programs and services. Seven department heads presently report directly to the Director. The Associate Director's position is currently vacant. Before this position is filled, it is hoped that the

evaluation of the organizational structure will determine whether this position should be continued on a sharing of administrative responsibility with the Director's position as it has been done in the past or if a better plan for the administration of service can be achieved.

There is a great need for more coordination in the functions of the seven departments now in operation. Several relationships are not clear, while some functions appear to be misplaced in relation to the broad responsibilities now visible on the horizon.

SUB-OBJECTIVE I (OBJECTIVE I, SUB-GOAL II, GOAL II):

To create two new positions of Assistant Directors: (1) Public Service and (2) Library Development and employ in 1973 qualified persons to assume the responsibility for these two areas of service.

The major task of coordinating, organizing, maintaining, and utilizing statewide library resources will be very difficult unless supervised by a position with administrative responsibility. This position will have to coordinate the functions now rendered by several departments, as well as work with other state agencies, institutions, businesses, etc., in achieving total cooperation in the full utilization of all of the state's resources.

Of equal importance is the major task of coordinating statewide planning and library development, especially in connection with the massive program presented in Chapter VI. Similar administrative responsibility is needed by this position in planning with governing officials, boards of trustees, advisory councils, library administrators and staffs - toward the establishment of cooperative or consolidated library systems in an effort to provide adequate service to all residents of the state.

Both of these positions should share in the administrative responsibilities of carrying out the functions of the state agency. The need for administrative coordination of these two major areas of responsibility might best be served through the establishment of these two positions of Assistant Directors in charge of the respective programs. The Associate Director's position could

be left vacant until the proposed organizational arrangement has been tried and later eliminated or filled according to the need for the position. (An organizational chart is included to show the proposed reorganization, plus additional programs proposed with their target dates.)

The functions of all seven departments now in operation should be evaluated in relation to the two major areas of service and connected to the most appropriate service area for more effective operation. This organizational arrangement would provide less direct reporting to the Director as well as provide a greater spread for administrative decision making.

OBJECTIVE II (SUB-GOAL II, GOAL II):

To employ qualified personnel to render special services in the following areas of responsibility:

1.	Management and Administration	Fiscal 1974
2.	State and Federal Programs	Fiscal 1974
3.	Planning and Evaluation	Fiscal 1974
4.	Public Information Specialist	Fiscal 1975
5.	Adult Services	Fiscal 1975
6.	Service to the Disadvantaged	Fiscal 1975
7.	Children and Young People	Fiscal 1976
8.	Personnel Development	Fiscal 1977

SUB-GOAL III (GOAL II):

To provide through the Library Commission such centralized service as may be needed to implement the long range program for library development.

OBJECTIVE I (SUB-GOAL III, GOAL II):

To provide through the Division of Library Development qualified and experienced consultants in both general and specialized areas of library service as may be required to meet the current needs.

Justification:

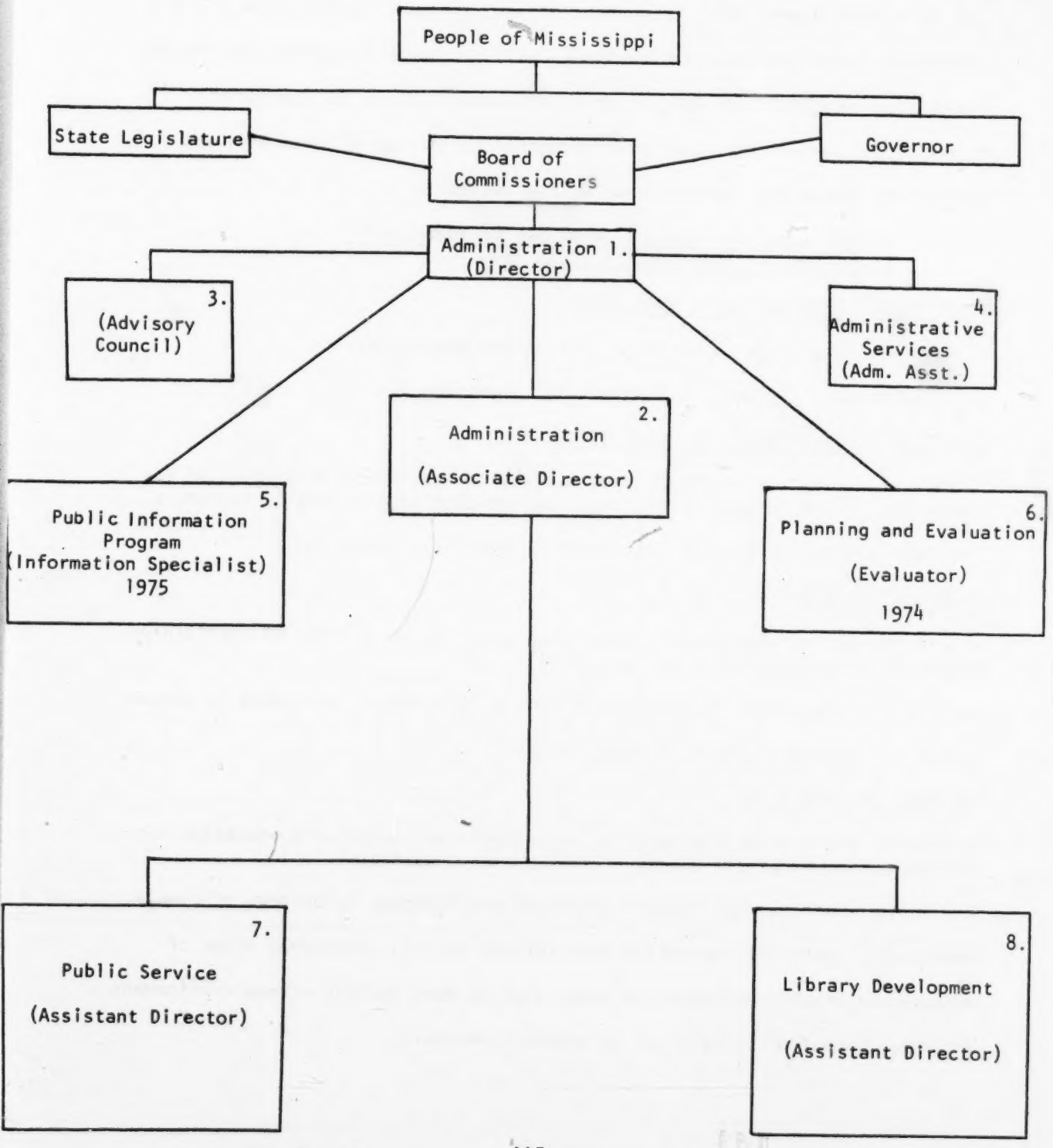
Most of the consultant services provided by the state agency in the past has been of a general nature and involved with the establishment and basic operation

PROPOSED

ORGANIZATIONAL CHART

MISSISSIPPI LIBRARY COMMISSION

1973 -



of a library unit in a county or multi-county system. As the foundation for library service has developed, the demand for more specialized guidance has been increasing. Now that "coverage" has been established, quality of service must be accomplished. With the advent of new pressures in the establishment of systems, more specialized consultants will be needed to coordinate the new programs of service. The special areas of responsibility as stated in Objective II concerning additional personnel at the state level will add much to the consultant service that is now available.

Target dates for special areas may be found under Objective II, (SUB-GOAL II, GOAL II).

OBJECTIVE II (SUB-GOAL III, GOAL II):

To continue to provide as needed a central processing service.

See Chapter VI, Goal I, Sub-Goal IV, Objective VI.

OBJECTIVE III (SUB-GOAL III, GOAL II):

To develop and maintain a high level subject and reference collection at the state agency that relates to the total utilization of the state's resources.

See Chapter VI, Goal I, Sub-Goal IV, Objectives I and II.

OBJECTIVE IV (SUB-GOAL III, GOAL II):

To provide for the storage of little-used materials as a means of maintaining access to rare or out-of-print materials.

The Library Commission currently maintains a "Book Pool", but space is scarce and the collection needs more accessibility.

SUB-GOAL IV (GOAL II):

To promote and provide a program of recruitment and continuing education for library personnel at all levels as well as for trustees.

Continuing education for library personnel and trustees is an area of timely importance. With the increasing need for new skills, additional areas of undeveloped service and advanced study just to keep abreast of new developments, training (formal or in-service) is almost a necessity.

OBJECTIVE I (SUB-GOAL IV, GOAL II):

To continue the internship program for the recruitment of exceptional students to the library profession.

This program is currently in oper tion and has proved most worthwh'le in the past - both for the student and for the profession. The purpose of the program is twofold: (1) it gives direction to prospective librarieans in areas of service to which they might not otherwise be exposed during their student days; (2) it strengthens the state's public library program by providing contact with future potential leaders in the library profession and by acquainting these young people with the goals of the state agency in developing public library service.

OBJECTIVE II (SUB-GOAL IV, GOAL II):

To sponsor and conduct meetings, seminars and workshops for the continuing education of librarians and trustees.

Various meetings, seminars, and workshops are planned for 1973 in connection with the continued planning process and is mentioned in their respective areas of concern.

SUB-GOAL V (GOAL II):

To provide an incentive for improved public library service through cash grant awards for specific library development.

OBJECTIVE I (SUB-GOAL V, GOAL II):

To encourage counties to join together for the purpose of forming larger units of service by awarding multi-county libraries per capita grants.

Requirements for Receiving Multi-County Library Grants:

A. An area of the state shall be eligible to receive per capita multi-county grants when it meets all of these requirements:

   1. The library shall be set up according to the library laws of the State of Mississippi and the provisions of Public Law 597, Chapter 407.

   2. Its service area covers at least two counties.

   3. The Administrative activities of all the libraries within the area are combined or coordinated to achieve the maximum in efficiency and service.

4. In the opinion of the Board of Trustees of the local library and the Board of Commissioners of the Mississippi Library Commission the chief library administrator shall possess training, experience and personal qualifications adequate to do the work of directing such a library program.

5. The total public funds available for library purposes from local taxes shall be at least $25,000 per year.

6. Each county within the administrative unit shall make available for library purposes a sum equivalent to a one mill tax on the assessed valuation of all property within the county; except in certain cases where great inequities exist, adjustments may have to be made by the Board of Commissioners.

7. Library service shall be made available free to all the people living within the confines of the geographical area.

8. Books and other library materials shall be made available within a radius of not less than two miles to every person living within the geographical area.

9. The Board of Commissioners and the Board of Trustees of the library shall review, not less than once a year, the program of the library and examine its operation in the light of modern, up-to-date library service.

10. The library must be in compliance with Title IV of the Civil Rights Act of 1964 and must submit an annual signed Form 441 for the Agency's files.

11. The library must report at frequent intervals on forms furnished by the State Agency as the grant funds are expended. Library's records must comply with state plan insofar as auditing procedures are concerned.

12. The Library's income, exclusive of funds allocated for specific purposes (such as purchase of a bookmobile, a station wagon, major repairs, etc.) must not fall below the second preceding fiscal year.

13. Permission to use local funds as matching in order to earn Federal Title I funds.

Activities to be considered:

1. Continue to award a per capita grant of 10¢ to the multi-county systems to encourage counties to join together to form new multi-county systems or to join with a multi-county system already established. If this policy is continued, the amount per capita must be increased in order to assist in the improvement of library service. Approximately $100,000 is distributed among 14 multi-county systems and the largest grant made to any one unit of service is $11,000. This amount of financial assistance can not possibly make an impact on a library program serving 110,000 people.

2. Discontinue the per capita grant award by Fiscal 1974 and use the $100,000 as an establishment grant to assist in the operation of a demonstration of adequate library service as described by the Minimum Standards.... This amount of money would make a visible impact on the quality of service that could be rendered.

OBJECTIVE II (SUB-GOAL V, GOAL II):

To award personnel grants to library systems meeting the eligibility requirements for staff improvement in an effort to improve the quality of service offered at the local level.

Criteria:

The eligibility requirements are stated in a description of the total program which is detailed in the Appendix. Basically the awards go to eligible libraries serving an entire county provided they also serve a population of at least 25,000. For every 25,000 people served a library will be granted the full salary and benefits of one professional position on their staff. There must be at least one professional staff member who has a fifth year degree from a library school that is accredited by the American Library Association. If the library does not have such a person already on the staff, then one must be employed in order to receive this particular grant.

This program began two years ago as a four year phase out program on a 60/40 matching basis. The 1972 State Legislature funded a permanent grants program effective July 1, 1972.

The amount of funds received for Fiscal 1973 to implement the program is approximately $700,000. The maximum annual appropriation anticipated to completely implement the program is $1,273,600. If this amount were requested it would mean that every eligible position was filled by the most qualified person at the maximum salary according to training and experience. This would be a delightful situation, but not one that is anticipated in the near future.

SUB-GOAL VI (GOAL II):

To seek and provide adequate physical facilities that will accommodate the unique functions of any specific program of library service at any level of operation.

OBJECTIVE I (SUB-GOAL VI, GOAL II):

To acquire adequate physical facilities for the Library Commission's program of service in an effort to achieve greater coordination of resources and services.

Justification:

The Library Commission now operates various services from four different locations and all of the space now occupied is inadequate for the service rendered. Coordination of resources and services is very difficult to achieve. Acquisitions and Reference (including the adult non-fiction collection) are presently housed in one location. The Central Processing Center is housed in still another location, while the Administrative offices, Consultant Services, Circulation and the WATS Teletype service and part of the book collection are all housed in still another location. The administrative offices and other services mentioned are located in the Woolfolk State Office Building. Two complete fooors in this building have been assigned to the Library Commission and should be available around July, 1972. This will provide additional space but not enough to put all of the services under one roof. All but the processing center and the library service for the Blind and Physically Handicapped will be housed on the 13th and 14th floors. This will allow more space and a combined location for more service, but the total coordination of all programs will continue to be hindered.

SUB-OBJECTIVE I (OBJECTIVE I, SUB-GOAL VI, GOAL II):

To request of the 1973 Legislature funds for the construction of a building to house all operations of the Mississippi Library Commission.

Plans and specifications for the proposed construction have not been completed, and therefore a total cost of the project has not been determined. A location has not been determined but the request will specify within one mile of the central components of state government.

OBJECTIVE II (SUB-GOAL VI, GOAL II):

To promote, assist in planning, and expedite the improvement of public library facilities with funds available through the Library Services and Construction Act, 1970, Title II, and/or through other sources as funds are made available for construction purposes.

Criteria:

The granting of funds to public libraries via LSCA is governed by eligibility

requirements as stated in Chapter X. Eligible libraries requesting assistance through this program must make application to the Library Commission and funds are granted on a first come basis according to the date of the application. Policies and procedures for approving applications are also included in Chapter X.

Justification:

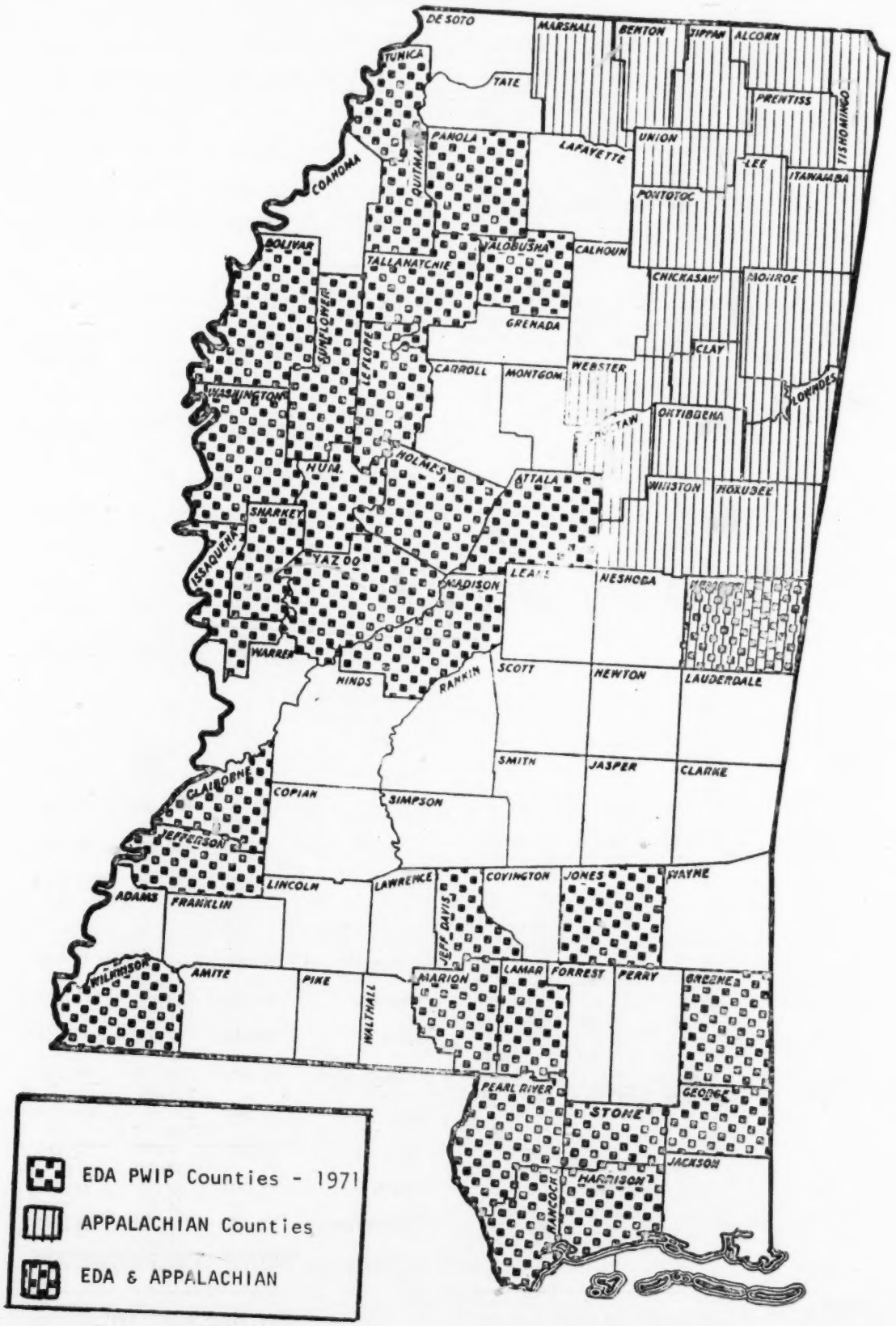
Thirty towns in Mississippi have applied to the Library Commission for library construction funds through the Library Services and Construction Act, (list is on the following page). Twenty-six of these towns need new buildings and four need additions or renovations. Their applications have been filed during the last four years. It is the prime responsibility of the Mississippi Library Commission to assist these towns with library construction through the allocation and administration of funds from the Library Services and Construction Act, II, which became law in 1964 and effective in 1965. Funds are allocated on a chronological basis of priority and other conditions, described in detail in Chapter X.

Two programs for library construction are proposed for each year of the five year planning period. Alternative I is recommended if LSCA funds are available. If LSCA funds do not permit the carrying out of Alternative I, then the schedule for Alternative II should be followed as nearly as possible. This schedule proposes the building of libraries with other Federal funds, such as the Appalachian Regional Commission, the Economic Development Act, Housing and Urban Development, and possibly others. Funds from the Appalachian Regional Commission have been granted, supplementary to LSCA funds, for construction of libraries at Corinth, Iuka, and Ripley in 1968, at Tupelo in 1969, and at Columbus in 1971. Counties in the Appalachian area of Mississippi are shown on the attached map. They are Tippah, Alcorn, Prentiss, Union, Tishomingo, Lee, Itawamba, Marshall, Benton, Pontotoc, Chickasaw, Monroe, Clay, Webster, Choctaw, Oktibbeha, Lowndes, Winston, Noxubee, and Kemper. The towns of Pontotoc,

STATE OF MISSISSIPPI
CHRONOLOGICAL ORDER OF LIBRARIES (TOWNS)
WAITING FOR LSCA FUNDS, TITLE II
March 1, 1972

Town	Application Date	Library Size	Local Funds Needed	Federal Funds	Total
BAY ST. LOUIS	4-5-67	11,000	$104,880	$157,320	$262,200
ACKERMAN	9-12-67	3,700	39,376	59,064	98,440
SENATOBIA	9-15-67	6,000	70,768	106,152	176,920
SHELBY	9-26-67	3,000	32,312	48,468	80,780
UNION	10-16-67	3,800	40,664	60,996	101,660
MORTON (Addition)	2-8-68	2,078	20,208	30,312	50,520
PONTOTOC	3-5-68	11,000	108,344	162,516	270,860
LELAND	3-20-68	7,000	66,960	100,440	167,400
BOONEVILLE	4-17-68	7,500	64,040	96,060	160,100
BRUCE	7-3-68	3,000	31,912	47,868	79,780
MENDENHALL	10-23-68	3,500	35,680	53,520	89,200
ENTERPRISE	1-2-69	2,500	29,600	44,400	74,000
COLUMBIA	9-1-70	10,000	86,320	129,480	215,800
MAGEE	12-1-70	3,800	38,624	57,936	96,560
WAYNESBORO	12-4-70	3,000	31,440	47,160	78,600
CALHOUN CITY	12-11-70	2,500	26,000	39,000	65,000
POPLARVILLE	12-11-70	5,100	49,728	74,592	124,320
MOORHEAD (Remodeling)	12-16-70	1,500	18,000	27,000	45,000
DURANT (Remodeling-Addition)	2-2-71	3,000	31,440	47,160	78,600
EUPORA	2-18-71	3,500	40,080	60,120	100,200
WEST POINT	3-3-71	14,000	129,920	194,880	324,800
SARDIS	3-12-71	3,000	41,984	62,976	104,960
CRENSHAW	4-1-71	2,500	27,060	40,590	67,650
PHILADELPHIA	4-7-71	7,000	66,360	99,540	165,900
NEW ALBANY (Addition)	5-26-71	2,800	33,040	49,560	82,600
SOUTHAVEN	7-29-71	12,000	145,600	218,400	364,000
LAKE	8-7-71	2,500	23,880	35,820	59,700
MAGNOLIA	11-1-71	2,500	26,000	39,000	65,000
LIBERTY	11-1-71	2,500	26,000	39,000	65,000
McCOMB	11-1-71	3,850	42,468	63,702	106,170
		Totals	$1,528,688	$2,293,032	$3,821,720
		122			

STATE OF MISSISSIPPI



Alternative 1 (LSCA Funds)

New Libraries:

Plan Year

1973

Town	Local Funds	Fed. Funds	Total
Bay St. Louis	$104,880	$157,320	$262,200
Ackerman	39,376	59,064	98,440
Senatobia	70,768	106,152	176,920
Shelby	32,312	48,468	80,780
Union	40,664	60,996	101,660
Morton	20,208	30,312	50,520
Newton	122,000	None	122,000
Totals	$430,208	$462,312	$892,520

1974

Pontotoc	$108,344	$162,516	$270,860
Leland	66,960	100,440	167,400
Booneville	64,040	96,060	160,100
Bruce	31,912	47,868	79,780
Mendenhall	35,680	53,520	89,200
Enterprise	29,600	44,400	74,000
Totals	$336,536	$504,804	$841,340

1975

Columbia	$ 86,320	$129,480	$215,800
Magee	38,624	57,936	96,560
Waynesboro	31,440	47,160	78,600
Calhoun City	26,000	39,000	65,000
Poplarville	49,728	74,592	124,320
Totals	$232,112	$348,168	$580,280

1976

Moorhead	$ 18,000	$ 27,000	$ 45,000
Durant	31,440	47,160	78,600
Eupora	30,000	45,000	75,000
West Point	129,920	194,880	324,800
Sardis	41,984	62,976	104,960
Crenshaw	27,060	40,590	67,650
Totals	$278,404	$417,606	$696,010

1977

Philadelphia	$ 66,360	$ 99,540	$165,900
New Albany	33,040	49,560	82,600
Southaven	145,600	218,400	364,000
Lake	23,880	35,820	59,700
Liberty	26,000	39,000	65,000
Magnolia	26,000	39,000	65,000
McComb	42,468	63,702	106,170
Totals	$363,348	$545,022	$908,370

GRAND TOTALS	$1,640,608	$2,277,912	$3,918,520

Alternative 2 (EDA & ARC Funds)

New Libraries:

Town	Local Funds	Fed. Funds	
Bay St. Louis	$104,880	$157,320 (LSCA)	$262,200
Ackerman	39,376	59,064 (LSCA)	98,440
Leland	33,480	133,920 (EDA)	167,400
Sardis	20,992	83,968 (EDA)	104,960
Totals	$198,728	$434,272	$633,000

Senatobia	$ 70,768	$106,152 (LSCA)	$176,920
Bruce	79,780	None	79,780
Shelby	16,156	64,624 (EDA)	80,780
Crenshaw	13,000	52,000 (EDA)	65,000
Totals	$179,704	$222,776	$402,480

Union	$ 40,664	$ 60,996 (LSCA)	$101,660
Morton	20,208	30,312 (LSCA)	50,520
Waynesboro	78,600	None	78,600
Durant	15,720	62,880 (EDA)	78,600
Poplarville	24,864	99,456	124,320
Totals	$180,056	$253,644	$433,700

Pontotoc	$ 54,172	$216,688 (LSCA-ARC)	$270,860
Booneville	26,296	105,184 (LSCA-ARC)	131,480
Mendenhall	35,680	53,520 (LSCA)	89,200
Moorhead	9,000	36,000 (EDA)	45,000
Totals	$125,148	$411,392	$536,540

Enterprise	$ 29,600	$ 44,400 (LSCA)	$ 74,000
Columbia	86,320	129,480 (LSCA)	215,800
Magee	38,624	57,936 (LSCA)	96,560
Calhoun City	26,000	39,000 (LSCA)	65,000
West Point	64,960	259,840 (LSCA-ARC)	324,800
New Albany	16,072	64,288 (LSCA-ARC)	80,360
Eupora	15,000	60,000 (EDA)	75,000
Philadelphia	33,180	132,720 (EDA)	165,900
Totals	$309,756	$787,664	$1,097,420

	$993,392	$2,109,748	$3,103,140

Booneville, West Point and New Albany, all located in the Appalachian area of Mississippi, will apply for ARC funds to be used, as required, as a supplement to LSCA funds, if LSCA funds are sufficient to do so.

Thirty counties of Mississippi, shown on the map included, were eligible for EDA funds through its Public Works Impact Program instituted initially last fall. Library construction was included in this program, and the City of Marks applied for and received a library grant. If the same counties are eligible if and when this program is reactivated, the towns wanting libraries in this area are included in Alternative 2.

CHAPTER VIII

AWARENESS OF LIBRARIES AND THEIR POTENTIAL

GOAL III: To create an active awareness of the available and potential materials and services that can be provided through libraries.

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SUB-GOAL I (GOAL III):

To create more awareness among those concerned with operating, improving, and financing libraries.

The studies and workshops planned for 1973 and the proposed demonstration of cooperative district service in 1974-1977 all have this as an important purpose. They will involve librarians, trustees and government authorities and, while centered on public libraries, will include other types of libraries and information agencies as well. They are described in Chapter VI.

SUB-GOAL II (GOAL III):

To create such awareness among non-users and limited users of library materials and services, as individuals and in groups.

A battery of varied activities and approaches will be required, going beyond the traditional forms of library "publicity" and directed to specific needs and concerns of all segments of the population.

The proposed surveys of users and non-users outlined in Chapter IV and the related studies described in Chapter VI should not only inform libraries about their needs, but also feed back to them information about libraries.

OBJECTIVE I (SUB-GOAL II, GOAL III):

To promote user awareness through leadership and activities by the Library Commission in cooperation with the libraries in the state.

The Library Commission will continue and improve its activities toward this objective, including: (1) publicity and education utilizing all media; (2) preparation of materials for instruction and suggestion; (3) demonstration

of equipment and procedures; (4) preparation or sponsorship of bibliographies; (5) workshops at state and district levels; and (6) individual consultation.

OBJECTIVE II (SUB-GOAL II, GOAL III):

To help develop and assist organizations working with libraries to promote awareness and effective use throughout the state.

Such groups would include state and local Friends of the Library organizations and varied councils and committees concerned either with general and on-going library services or formed for specific projects of limited duration.

For example, a Task Force for Library Service to the Blind and Physically Handicapped is proposed, which could be formed within the state Friends of the Library organization. Similar district and local task forces could also be formed to work in coordination with it. These would work throughout the state to educate the general public, to locate the blind and physically handicapped, and to foster awareness and use of relevant library services. As links between libraries and actual and potential users, they would also help libraries to better understand and provide for the special needs of the handicapped.

Target Date for Forming State Task Force for Library Service to the Blind and Physically Handicapped: Fiscal 1973

Similar task forces could be organized to promote more effective use by including the disadvantaged, persons in institutions, and other shut-ins. Task forces could be formed interested in particular aspects of work with the disadvantaged such as literacy, practical information and referral services, home study for elementary and high school diplomas, vocational rehabilitation, etc.

OBJECTIVE III (SUB-GOAL II, GOAL III):

To identify organizations and agencies of all types that should be informed about actual and potential library services and to develop methods of reaching them with up-to-date information on a continuing basis.

An inventory of organizations will be part of the proposed studies. Target Date for Basic Inventory: Fiscal 1973.

OBJECTIVE IV (SUB-GOAL II, GOAL III):

To use a bookmobile to demonstrate special services, materials and equipment to librarians, interested groups, and the public throughout the state.

For example, the bookmobile could make a tour showing services to the blind and physically handicapped, equipped with talking and large print books and magazines, talking book machines, recording equipment, book holding and page turning devices, etc. Other tours could be devoted to arts and crafts, service to children, Mississippiana, service to the disadvantaged, and other themes.

Target Date: Bookmobile tour to demonstrate services to the blind and physically handicapped: Fiscal 1974.

OBJECTIVE V (SUB-GOAL II, GOAL III):

To provide in the proposed demonstration of cooperative district service special staff to develop, stimulate, and assist innovative programs for creating more awareness of libraries and their potential.

SUB-OBJECTIVE I (OBJECTIVE V, SUB-GOAL II, GOAL III):

A librarian with special qualifications on the staff of the district resource and service center to plan and direct such programs throughout the district.

Target Date for Employment: Fiscal 1974.

SUB-OBJECTIVE II (OBJECTIVE V, SUB-GOAL II, GOAL III):

At least two staff members whose main responsibility will be to go out into communities and rural areas as communicators, mingling with individuals and groups in an effort to mediate between their needs and concerns and the actual and potential services of the libraries in the district.

These staff members need not be and probably should not be professional librarians. They should be selected for rapport with the people and for their aptitude and skill as communicators. They will seek out individuals and groups least aware of the library and least affected by the ordinary channels of publicity, with particular attention to the disadvantaged and to the physically and mentally handicapped.

Target Date for Employment: Fiscal 1975.

CHAPTER IX

SERVICE TO THE SPECIAL SEGMENTS OF THE STATE'S POPULATION

GOAL IV: To seek and adequately provide materials and services that are relevant to special segments of the state's population.

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Chapter VI described programs designed to identify and meet the library needs of all residents of the state and Chapter VIII programs designed to make them more aware of materials and services provided. However, some groups in the population are likely to receive inadequate attention in such a broad effort.

They include persons in institutions who cannot get to libraries. Others are unable to read ordinary print or to handle materials in the usual ways because of physical handicaps and need for special formats and devices. Some physically handicapped persons may not be able to get into the library or reach its resources because library facilities and arrangements are not planned for their needs. Still others are disadvantaged due to poverty, lack of education and inability to read at all or to do so in English.

Some are culturally and psychologically isolated so far as library use is concerned. Many adults in Mississippi grew up without ever using a public library or even thinking of it as a p sible resource for them. Although the younger generation may be quite thoroughly at home in the library, their parents and grandparents continue to remain isolated unless special efforts are made.

The purpose of this chapter, therefore, is to emphasize and detail further the programs needed for such groups. Priority is to be given to them in the use of federal funds.

SUB-GOAL I (GOAL IV):

To improve and expand service to the residents of institutions and other confined persons.

Institutions considered here include state institutions such as hospitals, prisons, and schools for the blind, deaf, and crippled. They also include local institutions, public and private. In addition, any persons unable to use the library directly because confined for physical, mental, or other reasons should be considered in special programs.

OBJECTIVE I (SUB-GOAL I, GOAL IV):

To strengthen and expand through the Library Commission service to the residents of all state institutions.

Criteria:

Service should meet following standards:

1. Association of Hospital and Institution Libraries Standards for Library Service In Health Care Institutions.
2. American Correctional Association Manual of Correctional Standards.
3. U. S. Office of Education Standards for Library Media Centers in Schools for the Deaf.
4. Commission on Standards and Accreditation of Services for the Blind Standards for Library Services for the Blind and Visually Handicapped.

Justification:

The Library Commission is obligated by law to provide library service to the residents of state institutions.

Constraints:

Difficulty has been experienced in obtaining adequate and suitable space for library collections in state institutions. Other services deemed more necessary take up the limited space available. Programs are difficult to schedule around the many hospital routines for personal care of residents, particularly in mental hospitals.

Alternative:

It might be possible to contract with public libraries to provide service to state institutions instead of providing it through the Library Commission directly. However, this alternative has not been developed so far. The Library Commission

feels the need for more knowledge about this type of service, to be gained by coordinating all such service through the state agency. As the institutional library programs become stronger and more knowledge is acquired concerning the needs of residents, the alternative of local library contracts will be studied and considered.

Activities for implementation:

1. Continue to hire personnel in the state agency to administer and to coordinate institutional library services and to select library materials for all institutions.

2. Increase the existing institutions' collections by 12-15%, taking into consideration a 10% yearly increase in book prices.

3. Initiate library services in the four remaining institutions not now receiving service and expand service to those already in the program.

   Target Dates: Natchez Charity Hospital: Fiscal 1973
   North Mississippi Retardation Center: Fiscal 1974

4. Continue state agency policy of employing trained librarians to work in the institutions which have no provision for hiring librarians.

5. Contract with local public libraries to serve smaller institutions where an institutional librarian, even part-time, cannot be justified.

6. Provide for quarterly workshops, institutes, and conventions for those engaged in institutional librarianship at the state agency and in the institutions.

7. Evaluate library service to institutions on a regular basis through observation, and personal interviews with residents and staff members and on a yearly basis through questionnaires to administrators and librarians in state institutions.

OBJECTIVE II (SUB-GOAL I, GOAL IV):

To promote the development of local public library services to meet the needs of persons in other than state institutions and of any persons confined and therefore needing special services.

SUB-OBJECTIVE I (OBJECTIVE II, SUB-GOAL I, GOAL IV):

To provide leadership and consultant aid to local libraries through the Library Commission.

The details need to be worked out. Local effort to be encouraged and assisted would include a great variety of elements such as (1) providing and arranging physical facilities for easy access and use by the physically

handicapped, (2) considering institutions, nursing homes, and confined individuals generally in planning publicity, bookmobile schedules, and mail service, (3) providing for personal visits and delivery services so far as possible to confined individuals and groups, with the help of volunteers recruited and trained for the purpose, and (4) encouraging and assisting confined persons in the use of the library for personal development and to achieve objectives directed toward successful living after leaving an institution or when no longer a shut-in.

The demonstration of cooperative district library service described in Chapter VI should include as a priority the demonstration of service to confined persons within the district and the state standards to be adopted should include specifications and recommendations for services to institutionalized and other confined persons.

Target Date for Demonstration: Fiscal 1975-1977

SUB-GOAL II (GOAL IV):

To extend and improve library service to all eligible blind and physically handicapped Mississippians.

OBJECTIVE I (SUB-GOAL II, GOAL IV):

Increase the number of patrons served directly through their public libraries from 1,432 at the end of Fiscal 1971 to 3,598.

Target Date: Fiscal 1977.

OBJECTIVE II (SUB-GOAL II, GOAL IV):

Increase the number of patrons served through institutions from 2,604 served through 55 institutions at the end of Fiscal 1971 to 5,967 served through 103 institutions.

Target Date: Fiscal 1977.

Criteria:

Service to be measured by ALA Standards for Library Service for the Blind and Physically Handicapped.

Activities for Implementation:

1. Extend the service by a public education campaign to create awareness of the service available and to help locate the handicapped not presently being served. This could be accomplished by establishing a Task Force for Library Service to the Blind and Handicapped to work with public libraries and other interested organizations to coordinate a large scale, long range campaign of public education. The proposed Task Force is also discussed in Chapter VIII.

   Target Date: Fiscal 1973.

2. Service could be improved by sponsoring a demonstration project of cassette reference service (taping information from conventional books) in a selected public library system and extending it to other libraries later if feasible.

   Target Date for Cassette Demonstration Project: Fiscal 1973

3. Library collections for the handicapped could be established in cooperative library district systems, 700-1,000 volumes each.

   Target Date for First Collection: Fiscal 1975.

4. A larger facility to house the Library for the Blind and Physically Handicapped must be obtained if the service is to be expanded and improved. The Lions Clubs of Mississippi are working toward the construction of a building to house it. The service now operates out of quarters rented by the Library Commission.

Constraint:

Quarters in the proposed new building would continue to separate this service from the administrative division of the Library Commission, making coordination of total service difficult.

5. Service could be improved to the handicapped by supplying them with additional reading materials to supplement those available from the Library of Congress, including large print books, spoken records, and cassette books. Provision of magnifiers and enlargers would also meet a need.

SUB-GOAL III (GOAL IV):

To develop effective library and information services to meet the needs of disadvantaged persons in both urban and rural areas of Mississippi.

Criteria:

According to the Basic State Plan previously submitted and approved by appropriate state and federal offices, disadvantaged persons in the state are said to have inadequate service if they are not now being identified and are not now being served according to their needs.

In establishing criteria and priorities for service to the disadvantaged, the Library Commission will take into consideration such factors as family poverty and inadequate housing, number of years completed in school, and poverty areas as predetermined by other agencies.

A list of the counties in Mississippi is given in the Appendix, showing the number and percentage of families in each with income less than poverty level, according to U. S Bureau of the Census, 1970 Census of Population, General Social and Economic Characteristics, Mississippi, Table 124. In this list, counties including municipalities with population of 12,000 or more are designated as urban as determined by the 1970 Census of Population. All other counties are designated as rural.

First priority for service will be given to eligible counties with 40% or more families having incomes below the poverty level. Second priority will be given to eligible counties with 35.5% - 39.9% families having incomes below the poverty level.

On the following page is a map of the state showing the percentage of families in each county with incomes below the poverty level in relation to the Planning and Development Districts adopted for tne development of library systems.

OBJECTIVE I (SUB-GOAL III, GOAL IV):

To continue the two present state grants to public libraries for programs for the disadvantaged at least through Fiscal 1973 to allow time for full development and evaluation of these programs.

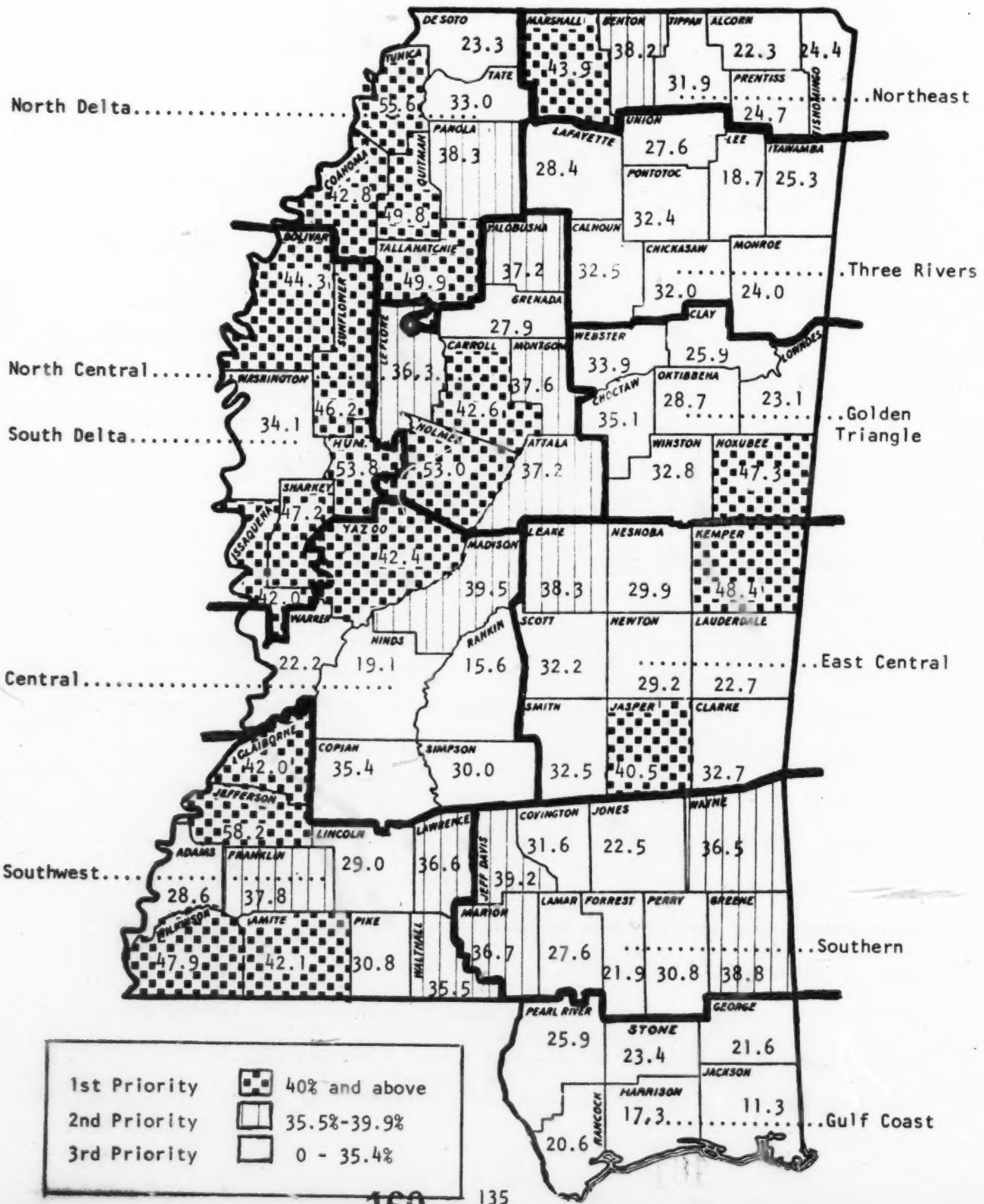
If found to be effective, these programs could then presumably be supported by the libraries concerned as part of their normal operation, releasing state funds for other experimental and demonstration efforts in this field. The programs are:

1. A cooperative project of the Mississippi Library Commission, the Tombigbee Regional Library and the Amory Separate School District to place portable libraries in disadvantaged homes with children below their grade level in reading skill.

LOCATION OF DISADVANTAGED

by

PLANNING AND DEVELOPMENT DISTRICTS



2. A joint project of Sunflower and Bolivar counties to work through existing agencies concerned with the culturally and economically deprived in bringing library services to these people. Agencies involved by the libraries in this program are Head Start Centers and Adult Education and Neighborhood Service Centers. A professional librarian is employed to direct the project.

They are described more fully in the Mississippi annual library program for Fiscal 1973.

OBJECTIVE II (SUB-GOAL III, GOAL IV):

To give priority in the studies and planning proposed in Chapter VI to library service to the disadvantaged.

Considerations will include their location, social, economic and educational characteristics, ways of seeking information, methods and problems of communication, particular needs and concerns, channels of influence, and the best ways of reaching them effectively with appropriate library materials and services. Indirect as well as direct methods should be investigated, such as work with indigenous leaders or other key persons who can communicate with and influence other members of a group.

Target Date: Fiscal 1973-1974.

OBJECTIVE III (SUB-GOAL III, GOAL IV):

To promote more effective service to the disadvantaged by all public libraries throughout Mississippi.

While some sections of the state have a higher percentage of disadvantaged with more serious problems than others, it seems evident (to be verified by the studies projected for Fiscal 1973) that the disadvantaged are widely dispersed throughout the state. In contrast to the situation in some other states, they are not for the most part concentrated in urban areas or ghettos. (Jackson might be considered an exception and a candidate for a strong inner-city program. This should be explored.)

Library programs for the disadvantaged in geographically limited areas would have much less impact on the total need for such service in Mississippi than programs in the large urban ghettos existing in some states. They would,

of course, be valuable for demonstration and experimentation. Therefore, the greatest need is for a broad leavening action, spearheaded by the state agency, so that every library in every part of the state may provide more effective service to the disadvantaged throughout its service area. In this context, the leadership role of the Library Commission becomes most important.

While the disadvantaged in Mississippi may be widely dispersed geographically, they may also have strong family and social linkages that bind them together, wherever they may be, creating in effect communities-at-large. This may be important to designing library programs.

Communication and rapport with many of the disadvantaged may be difficult or impossible to achieve by traditional methods and personnel. It may be necessary to go outside of the library extensively in an effort to mesh with the communication and influence channels among the disadvantaged. Personnel will be required, selected for understanding, sensitivity, concern, and communication skill rather than formal library training. Innovation will be needed in facilities and delivery systems, kinds and format of materials, publicity, and in information referral, and other services. Production of special materials not otherwise available may be required to meet particular local or statewide needs. The state agency might play a role here. More local as well as state and federal funds may need to be committed to work with the disadvantaged, perhaps curtailing some other library activities, if substantial progress is to be made in this field.

The above are just examples of some of the factors that may be involved in genuinely effective service to the disadvantaged. Much more knowledge, beginning with the 1973 studies, will be needed before programs can be designed with assurance that they will have depth and true relevance.

SUB-OBJECTIVE I (OBJECTIVE III, SUB-GOAL III, GOAL IV):

At least one workshop for public librarians and trustees concerned with identification of and meeting the needs of the disadvantaged, sponsored by the Library Commission and coordinated with the projected library self-studies.

Target Date: Fiscal 1973.

SUB-OBJECTIVE II (OBJECTIVE III, SUB-GOAL III, GOAL IV):

Preparation by the Library Commission of a manual on library work with the disadvantaged in Mississippi.

This manual would be offered to all public and other interested libraries for suggestion and guidance. It would also be a basic document for planning the demonstration project outlined below.

Target Date for Completing Manual: Fiscal 1974.

OBJECTIVE IV (SUB-GOAL III, GOAL IV):

The Library Commission to sponsor a demonstration of public library service to the disadvantaged as part of the projected cooperative library district demonstration.

Federal funds would be employed in this project. Evaluation and follow-up should include state or district workshops to review the project, appraisal by non-library personnel expert in work with the disadvantaged, and feedback from representative disadvantaged persons. A full report should be prepared and distributed to all public libraries and other concerned agencies and individuals, including negative as well as positive results. The manual on service to the disadvantaged would be revised, utilizing knowledge gained through the demonstration.

Target Date: Fiscal 1974-1977.

OBJECTIVE V (SUB-GOAL III, GOAL IV):

To recruit special personnel at both the state and district levels for work with the disadvantaged.

SUB-OBJECTIVE I (OBJECTIVE V, SUB-GOAL III, GOAL IV):

A consultant for service to the disadvantaged on the Library Commission staff.

This new position has been projected for Fiscal 1975. It should be added earlier if funds permit so that the consultant can work with the demonstration from its beginning in Fiscal 1974.

Target Date: Fiscal 1975, earlier if possible.

SUB-OBJECTIVE II (OBJECTIVE V, SUB-GOAL III, GOAL IV):

A librarian and two field workers on the staff of the cooperative district demonstration to develop innovative programs for creating more awareness of libraries and their potential for service to the disadvantaged.

These staff members have already been discussed in Chapter VIII. While they will be responsible for activities concerned with "awareness" in general, they will give especial attention to the disadvantaged.

If they are successful, they may provide an example for other district systems.

CHAPTER X

CONSTRUCTION: CRITERIA, PRIORITIES AND PROCEDURES

The Mississippi Library Commission has assured the federal government that the following terms and conditions will be complied with on all construction projects approved for assistance under Title II of the Library Services and Construction Act, as amended:

I. Criteria

A. Organization

To be eligible for funds under Mississippi's state plan, a library:

1. Must be a member of a county or multi-county system or have an affiliation with such a system, which affiliation effects maximum returns in services for library expenditures;

2. Must have a written currently-in-effect contract with the system of which it is a member or with which it is affiliated;

3. If it is a headquarters building, must be the only administrative unit in the county (This provision may be waived if in the opinion of the MLC development of library service for the majority of the people in a county would be seriously impaired by invoking this requirement.);

4. Must be established and operating under the full provisions of Section 6200-6209, Mississippi Code, 1942.

B. Adequate financial support

1. Membership or participation in a system whose total annual public income for maintenance and operation is no less than $25,000;

2. Membership or participation in a system whose total income is not less than the proceeds of a one-mill county-wide tax levy;

3. Income from the municipality or the county, whichever holds title to the property and is responsible for the erection of the building, sufficient to provide utilities, maintenance and upkeep on the building.

C. Standards of service

1. Any library built under this program must be open to serve the public not less than 30 hours per week in towns under 10,000, and not less than 60 hours per week in towns over 10,000, part of which hours must be after 5 p.m.;

2. Each library receiving funds under this program must submit:

   a. Statement of immediate objectives

   b. Program of long range plans

   c. Policy agreeing to free public library service in compliance with the Civil Rights Act of 1964.

D. Standards of buildings

1. New construction and remodeling or enlarging existing buildings shall be given equal consideration;

2. In order for funds to be made available to erect or remodel a library building under this Act, both the local board of trustees and the MLC shall:

   a. Approve the site, pending a favorable flood hazard evaluation determined by the U. S. Army Corps of Engineers, in compliance with Executive Order 11296. If such evaluation condemns the site, then another site must be selected and its flood potential determined in similar manner, such procedure to be followed until an acceptable site is located.

   b. Businesses or tenants in residence on the site selected shall be subject to the provisions of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, P.L. 91-646 as applicable to the Library Services and Construction Act, as amended by P.L. 91-600 and any subsequent amendments thereto.

   c. Approve the plans and specifications, which have been submitted by a registered architect selected by the Board of Trustees of the Library and approved by the Mississippi Library Commission.

3. When there are insufficient funds, both local and Federal, in any single building project to erect and equip a library, emphasis should be placed on the building rather than the equipment in which case (s) provision for equipment may be made in a separate and subsequent project;

4. Clear title must be held either by the city or county to any lot on which any building is to be erected. Building must continue to be used for a public library;

5. Any building constructed under this plan must answer yes to all 21 items of Section IV of the "Rating Sheets for Evaluation of Public Libraries" (copy attached) with the exception of No. 10 which has been revised to make a more practical formula for building space needs;

6. It is not considered preferable to erect a library as a part of a multi-purpose building and approval of such an arrangement will be given only if said building fits all other criteria and if, in the professional judgment of the Library Commission, the public library interests can best be served in the community by housing the library in a multi-purpose building and if, in the judgment of the city and/or county officials and the local library board of trustees, no other equally suitable arrangements can be made for the housing of the public library;

7. The construction will be undertaken in an economic manner and will not be elaborate or extravagant in design or materials;

8. It will be the policy to acquire an existing building for use as a public library provided: 1) it is structurally sound, as determined in a written report by an architect-engineer of structural integrity, such report to include heating, air conditioning, plumbing and appurtenances of the building; 2) it can answer affirmatively to items (1), (3) and (10) of Section IV, "Rating Sheets for Evaluation of Public Libraries," copy attached; 3) it is adaptable for use as a public library building; 4) the state agency shall require a report of an independent appraiser regarding current market value;

9. The state agency will insure that facilities constructed shall, to the extent appropriate in view of the uses to be made of the facilities, be accessible to and useable by handicapped persons;

10. The sites of all construction projects shall display a sign stating that Federal funds under the Library Services and Construction Act are being used for such construction. When specifications call for a plaque in the completed building indicating the date of completion and source of funds, funds under the Act shall be noted;

E. Ratio

1. Buildings constructed under this Act shall be financed jointly be local funds and funds made available to the Mississippi Library Commission under this Act;

2. The division between local and Federal funds shall be as follows: not more than 60% of the entire cost of the project shall be paid by Federal funds from the LSCA Title II allotment to the state of Mississippi; not less than 40% of the entire cost shall be paid by the local authority (ies) responsible for building the library, provided, however, that the maximum amount for any one library does not exceed $250,000;

3. The 40% local share, described as a requirement in item 2 immediately above, may be waived as a requirement by the Mississippi Library Commission if:

   a. In the judgement of the Mississippi Library Commission the applicant needs and can benefit in the development of library service through the facility proposed and the applicant meets all other requirements for participation in this construction program (including regulations under Title VI of the Civil Rights Act of 1964) except available local matching funds; and

   b. The total of local funds committed under the other construction projects approved by the Mississippi Library Commission in the same fiscal year are sufficient to earn the Federal share of the previously approved projects and the Federal share of these projects in which the local share is waived.

   It is anticipated that the waiver of the 40% requirement of reported matching funds from local sources will be granted only in very special cases.

II. Priorities

   A. Libraries furnishing service under any type of organizational structure (headquarters or branch) shall receive equal consideration, provided they satisfy all other criteria contained herein.

   B. If Federal funds are insufficient for all approvable applications received, the date of receipt at the MLC and the availability of local matching funds will be the determining factors, with earliest date of application having first choice.

   C. When one library system has benefitted from these funds during any two successive fiscal years, preference shall be given to members of other library systems if applications are sufficient to make a choice necessary.

   D. When all other factors are equal, a broad geographical spread throughout the state shall be a determining factor, with the Congressional Districts serving as geographical boundaries.

III. Procedures

   A. Information is sent out at least three times a year from the Library Commission via Mississippi Library News, public press, and direct memoranda to local public libraries advising them of the amount of construction funds available, projects which have been approved, and names of communities which have expressed interest in building new libraries.

B. Two application forms are available: (1) a preliminary application in which interest is expressed in having a new library and which constitutes the basis for joint planning between the Library Commission and the local library; (2) the final, or official application, which becomes the basis for the approval of projects and allotment of funds.

C. The work that is done jointly by the Library Commission and the local library between the preliminary application and the final application consists, among other things, of determining whether the library meets the criteria, whether a new building is what the library needs, and what the approximate time schedule will be. This work is accomplished through personal visits of the Commission staff members to the local communities desiring to build new libraries under LSCA. No building projects are approved, or local communities even encouraged to move beyond the preliminary application, without close contacts having been made by Library Commission personnel at the consultant level.

D. After the Library Commission approves the final application, a project approval form is sent to the Library Services Program Officer, LET, U. S. Office of Education, DHEW, Atlanta. This form requires that the following documents are on file at the Library Commission: the local project application; Assurance of Compliance, HEW Form 441, or Reaffirmation Statement; a written building program for the project; certification of compliance with Executive Order 11296; certification that the facilities will be designed to make them accessible to and useable by the physically handicapped; and "Notification of Intent to Apply for Federal Assistance" with comments from appropriate state or regional clearinghouses. Accompanying the project approval form is an environmental assessment of the project, pursuant to the National Environmental Policy Act of 1969, P.L. 91-190, 42 U.S.C., Secs. 4321-4347, and any other such assurances as may be necessary to comply with the requirements of the Library Services and Construction Act and the Regulations of the Commissioner of Education.

E. The Library Commission assumes responsibility for the selection, purchase and installation of the equipment in the LSCA buildings, working on this phase of the projects with the local librarian and trustees. In other words, the architect and the contractor are not responsible for the equipment except that which is built in and included as part of the building contract.

* * * *

It is understood that immediately upon the Library Commission's approval of a building project the architect shall begin working on plans and specifications and that construction contracts shall be entered into within a reasonable amount of time. Reasonable shall be defined at the time of the negotiation of the agreement between the local officials who are responsible for the building and the Library Commission and a time table agreeable to the Library Commission shall be worked out. It is recognized that the size of the project, the location and conditions under which it is to be built, and the work load of the Commission staff members assigned to the building projects

are all factors entering into the period of time which could be called reasonable. While these factors prohibit any designation of a specific time, it is anticipated that periods ranging from six months to fifteen months should be ample for any building projects in Mississippi. Every effort will be made to hold to this schedule.

Opportunity for State hearing.

Any local or other public agency whose application is not approved or which does not receive requested funds shall be notified by the MLC in writing with specific reasons given for the disapproval or failure to allow funds.

Such local or other public agency may request a hearing in writing within 30 days of receipt of notification of rejection or disallowance.

A hearing shall consist of a Report by an Arbitration Committee and an appearance before the Board of Commissioners.

The Arbitration Committee shall consist of five members (three head librarians and two trustees) from libraries and boards of libraries eligible for cash grants from MLC and not of the staff or board of aggrieved agency or the MLC. They shall be selected as follows:

1. One librarian to be appointed by President of Mississippi Library Association, to serve as temporary chairman

2. One librarian to be named by the Board of Commissioners of the Mississippi Library Commission

3. One librarian to be appointed by the aggrieved local or other public agency

4. One trustee to be appointed by the Chairman of the Trustees' Section of the MLA

5. One trustee to be appointed by the aggrieved local or other public agency but not a trustee or board member of said agency

The Arbitration Committee shall hear the complainant's case and make recommendations to the Board of Commissioners. Complainant shall be allowed to appear before the Board of Commissioners when the recommendations of the Arbitration Committee are presented. Due to the authority given the MLC under the LSCA, final decision shall rest with the Board of Commissioners but it is understood that the findings of the Arbitration Committee shall have heavy bearing on the Commissioners' final decision.

All reasonable and necessary expenses of the Arbitration Committee incurred by its members in carrying out its duties in regard to any herein described negotiations, shall be paid by the MLC from funds allocated for the administration of Title II of this Act provided such expenses are verified and claimed in the manner required by state law for the reimbursement of expenses incurred in transacting official business.

Davis-Bacon Act and Contract Work Hours Standards Act.

The Mississippi Library Commission agrees that, as required by section 203 (a) (4) of the Act, all laborers and mechanics employed by contractors of subcontractors on all construction projects assisted under the Act shall be paid wages at rates not less than those prevailing on similar construction in the locality, as determined by the Secretary of Labor in accordance with the Davis-Bacon Act, as amended, and shall receive overtime compensation in accordance with and subject to the provisions of the Contract Work Hours Standards Act and all additions, attachments, and corrections thereto, including all requirements of Form HEW-514 and amendments thereto.

A contract will be signed between the Mississippi Library Commission and the local authorities (city officials, county officials, library trustees) agreeing to comply with these above requirements.

IV. PHYSICAL FACILITIES

	Who Shall Answer	If answer is YES, put this number in column 3	YES
	1	2	3
(1) Is the library located in the downtown business district on a main thoroughfare?	All towns	20	
(2) Does the outside appearance of the library compare favorably with other community buildings, such as the city hall, schools, community house, etc.?	All towns	3	
(3) Is there a ground level entrance to public areas?	All towns	5	
(4) Is there a separate room area for children?	All towns	4	
(5) Is the interior of the library neat, clean and inviting?	All towns	8	
(6) Does the lighting in the library meet standard specifications of 80 foot-candles?	All towns	8	
(7) Does the library have a drinking fountain?	All towns	1	
(8) Are the public reading areas of the library air-conditioned?	All towns	1	
(9) Does the library have adequate heat for the winter months?	All towns	3	
(10) Is the size of the library adequate to serve the potential reading population, such adequacy to be based on the formula provided by the ALA standards for public library buildings?	All towns	8	
(11) Are there special signs on the streets to direct traffic to the library?	All towns	1	
(12) Is there a sign on the outside of the building identifying it as a library, with letters no less than 5 inches high?	All towns	4	
(13) Is there a neat, well-lettered sign on the outside of the building showing the hours of the library?	All towns	3	
(14) Are there arrangements for returning books when the library is closed?	All towns	2	
(15) Does the library provide public rest room facilities?	All towns	3	
(16) Is the shelving in the library adjustable?	All towns	3	
(17) Does the library have: (A) Charging desk separate from librarian's desk?	Town over 10,000 Town 2,501-10,000	5 xx	
(B) Combination librarian's desk and charging desk?	Town 1,001-2,500 Town up to 1,000	xx	
(18) Does the library have tables and chairs of standard height for both adults and children?	All towns	5	
(19) Does the library have a work room or area equipped with work table, waste basket, storage cabinet for supplies?	All towns	8	
(20) Does the library have a filing drawer or a filing cabinet for keeping library records and correspondence?	All towns	3	
(21) Does the library have a public bulletin board?	All towns	2	
PERCENTAGE SUMMARY		100	

FOOTNOTES

1. Schenk, Gretchen, Comp., People Without Books, an analysis of library services in Mississippi. Bureau of Public Administration, University of Mississippi, 1950, p.47.

2. Mississippi: Official and Statistical Register, 1968-1972. State of Mississippi, p.7.

3. Ibid., pp.8-16.

4. "Public Library Service in Mississippi," Public Administration Survey, Bureau of Governmental Research, University of Mississippi, May, 1969, vol. 16, no. 5, p.2.

5. Ibid., p.3.

6. Twenty-Second Biennial Report of the Mississippi Library Commission, July 1, 1967-June 30, 1969, n.p.

7. Mississippi: Official and Statistical Register, 1964-1968. State of Mississippi, p.189.

8. Mississippi: Official and Statistical Register, 1964-1968. State of Mississippi, p.189.

9. Mississippi Department of Archives and History. Annual Report. July 1, 1970-June 30, 1971. Jackson, Mississippi, p.8.

10. Interview with Consultant, Educational Media Services (Mrs. Yvonne Dyson), June 6, 1972.

11. Bryant, Ellen S. Population Growth and Redistribution in Mississippi, 1900-1970. Mississippi State University, Agricultural and Forestry Experiment Station, State College, Mississippi, Bulletin 790, December, 1971.

12. Jones, J. Fremon, "An Evaluation of Mississippi's Economic Progress," Mississippi Business Review, January 1972, vol. 33, no. 7, pp.12-13.

13. Report presented by Annabelle K. Crowther, Library Supervisor, Vicksburg Public Schools, April 4, 1972.

14. Interview with Assistant Director (John Nunelee), Mitchell Memorial Library, Mississippi State University, June 10, 1972.

Appendix

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Members of Advisory Council, Mississippi Library Commission	150
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Members of Advisory Council (Fiscal Year 1973)

Academic Libraries University	Mrs. Mary Ladner
Junior College	Mrs. Frances Hardy
School Libraries	Mr. John Barlow
Public Libraries	Miss Vivian Romans
	Mr. Roger Christian
	Miss Jeanne Broach
	Miss Elliott Thompson
Special Libraries	Miss Natelle Isley
Library Serving Physically Handicapped	Miss Mary Poindexter
Federal-State Program	Dr. Harold T. White
Board of Trustees, Institutional Libraries	Mrs. J. C. Burrow
Users of public library services and representative of the following:	
(a) Senior citizens	Mr. C. C. Clark
(b) Handicapped persons	Dr. Myron Z. Neel (1972 - Mr. Jim Robertson)
(c) Students	Miss Joy Shepherd (1972 - Miss Sue Strub)
(d) Trustees of public libraries	Mr. Paul M. White, Jr.
(e) Businessmen	Mr. J. C. Redd
(f) Disadvantaged	Mr. Connie Moore

PLEASE RANK "OUR" CONCERNS

Please check (x) one:

Administrator _____
Staff Member _____
Trustee _____
Citizen _____
MLC staff _____
_____ _____
(other)

NOTE: In an effort to develop long range plans for library service in Mississippi, your opinion is needed for setting priorities in achieving our basic purpose and that is...

...to provide and promote complete informational service to meet the cultural, educational, and economic needs of every citizen in the state.

Agree_____ Disagree_____

Comments:

* *

Instructions: Listed below are four goals that indicate areas of concern. In Column 1, rank each goal in the order of the needs of Mississippi as you perceive them. Blank spaces have been left at the end of the list for you to add areas of concern that you feel should be considered.
Rank only those that are listed (1-4) - with No. 1 having first priority.

Column 1

1. To meet ALA Standards for Library Functions at the State Level in an effort to strengthen the state agency. _____

2. To meet ALA Standards for Public Libraries in seeking to provide complete library service for the total population. _____

3. To create an active awareness of the available and potential materials and services that can be provided through public libraries. _____

4. To seek and provide materials and services that are relevant to all segments of the state's population. _____

_____

_____

_____

PLEASE RANK "OUR" CONCERNS (Continued)

Instructions: Listed below are sub-goals that are related to the achievement of the major goals listed on page one. Please check (x) in the appropriate column how you feel about each.

Column I - Very Important
Column II - Important
Column III - Less Important

	Column I Very Important	Column II Important	Column III Less Important
To meet ALA Standards for Library Functions at the State Level in an effort to strengthen the state agency.	xxxxxxxxxx xxxxxxxxxx	xxxxxxxxxx xxxxxxxxxx	xxxxxxxxxx xxxxxxxxxx
1. by obtaining adequate physical facilities.			
2. by providing more leadership through specialized resources - personnel and materials.			
3. by evaluating and restructuring when necessary, the operation and services of the state agency.			
To meet ALA Standards for Public Libraries in seeking to provide complete library service for the total population.	xxxxxxxxxx xxxxxxxxxx	xxxxxxxxxx xxxxxxxxxx	xxxxxxxxxx xxxxxxxxxx
1. by increasing state aid.			
2. by establishing a system for certification and classification of librarians.			
3. by increasing local support for libraries.			
4. by providing continuing education for librarians.			
5. by encouraging cooperative efforts to improve total library service.			
6. by a continuing evaluation of programs and services.			
7. by recruiting qualified librarians.			
8. by developing resource centers.			
To create an active awareness of the available and potential materials and services that can be provided through public libraries.	xxxxxxxxxx xxxxxxxxxx xxxxxxxxxx	xxxxxxxxxx xxxxxxxxxx xxxxxxxxxx	xxxxxxxxxx xxxxxxxxxx xxxxxxxxxx
1. by evaluating community needs and establishing programs and services to meet these needs.			
2. by advertising the services that are available.			
3. by promoting the availability of information relevant to "daily" needs and concerns of the population.			
To seek and provide materials and services that are relevant to all segments of the state's population.	xxxxxxxxxx xxxxxxxxxx	xxxxxxxxxx xxxxxxxxxx	xxxxxxxxxx xxxxxxxxxx
1. by improving service to the physically handicapped.			
2. by improving service to residents of state institutions.			
3. by providing more service for the disadvantaged.			
4. by expanding and improving service to the metropolitan areas (real and potential).			

STATE PERSONNEL GRANTS

Basic Eligibility Requirements for a Public Library to Participate in the Personnel Grant Program

1. The classification and pay scale developed by the Mississippi Library Commission must be adopted by the Library's Board of Trustees; the periodic upgradings of this pay scale must also be accepted and implemented by the Board of Trustees.

2. The library must employ or must already have in its employ in a professional capacity at least one person having a fifth-year degree in library science from a school accredited by the American Library Association.

3. All persons employed to fill new positions or vacancies at the professional level must meet the minimum educational qualifications as set forth in the classification and pay scale developed by the Mississippi Library Commission and adopted by the Library's Board of Trustees; upon petition to the Director of the Mississippi Library Commission an emergency permit may be issued authorizing that someone with less than the minimum qualifications could be employed for a period not to exceed twelve (12) months.

4. The library system must serve a minimum population of 25,000 and include at least one county.

5. Beginning with the current fiscal year of the receiving library as the base year, the total income and millage rate of the library in any fiscal year must not fall below that received in the second preceding year; neither may the amount expended for library materials in the same period fall below the level spent for this purpose in the second preceding year. The Board of Commissioners of the Mississippi Library Commission may waive these requirements in the event of a natural disaster or any other condition which causes severe economic depression to the area.

Available Assistance Each Fiscal Year (October - September)

The full salary, including social security and retirement payments, for one (1) professional position will be paid for each 25,000 (or major fraction thereof) persons living in the area served by the qualifying library; the specific amount of the salary(ies) will be computed according to the recommended classification and pay scale; local funds could supplement salaries above the amount recommended by the classification and pay scale.

Directions for Using the Classification and Pay Plan
to Determine a Specific Salary Range

1. Determine the level of the job from the "Position Rating" chart.

2. Determine the Grade number from the "Educational Qualifications" chart.

3. Locate on the "Salary Scale for Professiona. Library Positions" the point where the position number intersects with the grade number (The figures in this column constitute the specific salary range.)

POSITION RATING

(Rating of Duties, Services, and Responsibilities
Required in Various Positions)

Level of Position	
P 1	* Professional service without special subject, service, or supervisory responsibility.
P 2	* Professional service with appropriate experience, plus: A. Supervisory responsibility of less than five full time people B. Subject or service responsibility (eg. bookmobile or children's librarian)
P 3	** Professional service as director, assistant director, subject division head or department head with supervisory responsibility of five or more full time people.
P 4	** Director (Library serving over 50,000 people) Assistant Director (Library serving over 125,000 people)
P 5	** Director (Library serving over 125,000 people)

* Positions at these levels should be filled only by persons qualifying for a Grade VI rating or higher.

** Positions at these levels should be filled only by persons qualifying for a Grade IX rating; in addition, librarians filling positions at P 4 and P 5 levels should have relevant continuing academic education beyond a fifth year degree.

EDUCATIONAL QUALIFICATIONS

Grade	
G I*	High School diploma
G II*	Two years of college
G III*	Two years of college including 18 semester hours of library science
G IV*	Bachelor's degree in a desired subject field
G V*	Bachelor's degree with at least 18 hours of library science
G VI	A. 5th year degree in a desired subject field with no library science B. Bachelor's degree with 24 hours in library science
G VII	5th year degree in a desired subject field with at least 18 hours in library science
G VIII	5th year degree with 30 hours in library science
G IX	5th year degree in library science from a school accredited by the American Library Association

* While it is not recommended that anyone with these qualifications be employed in the future as a professional librarian, a salary scale for people with these educational backgrounds who are already employed in the public libraries is provided.

Level of Position		SALARY SCALE FOR PROFESSIONAL LIBRARY POSITIONS Educational Qualifications By Grade								
		GI	GII	GIII	GIV	GV	GVI	GVII	GVIII	GIX
P 5	Year 9									20,000
	Year 8									19,250
	Year 7									18,500
	Year 6									17,750
	Year 5									17,000
	Year 4									16,500
	Year 3									16,000
	Year 2									15,500
	Year 1									15,000
P 4	Year 9	5,900	6,300	6,700	7,600	8,400	10,500	11,600	12,700	17,000
	Year 8	5,800	6,200	6,600	7,475	8,250	10,300	11,350	12,400	16,250
	Year 7	5,700	6,100	6,500	7,350	8,100	10,100	11,100	12,100	15,500
	Year 6	5,600	6,000	6,400	7,225	7,950	9,900	10,850	11,800	14,750
	Year 5	5,500	5,900	6,300	7,100	7,800	9,700	10,600	11,500	14,000
	Year 4	5,400	5,800	6,200	6,975	7,650	9,500	10,350	11,200	13,500
	Year 3	5,300	5,700	6,100	6,850	7,500	9,300	10,100	10,900	13,000
	Year 2	5,200	5,600	6,000	6,725	7,350	9,100	9,850	10,600	12,500
	Year 1	5,100	5,500	5,900	6,600	7,200	8,900	9,600	10,300	12,000
P 3	Year 9	5,400	5,800	6,200	7,000	7,700	9,400	10,500	11,400	14,000
	Year 8	5,300	5,700	6,100	6,875	7,550	9,200	10,250	11,100	13,500
	Year 7	5,200	5,600	6,000	6,750	7,400	9,000	10,000	10,800	13,000
	Year 6	5,100	5,500	5,900	6,625	7,250	8,800	9,750	10,500	12,500
	Year 5	5,000	5,400	5,800	6,500	7,100	8,600	9,500	10,200	12,000
	Year 4	4,900	5,300	5,700	6,375	6,950	8,400	9,250	9,900	11,500
	Year 3	4,800	5,200	5,600	6,250	6,800	8,200	9,000	9,600	11,000
	Year 2	4,700	5,100	5,500	6,125	6,650	8,000	8,750	9,300	10,500
	Year 1	4,600	5,000	5,400	6,000	6,500	7,800	8,500	9,000	10,000
P 2	Year 9	4,900	5,300	5,700	6,400	7,100	8,400	9,300	10,200	11,600
	Year 8	4,800	5,200	5,600	6,275	6,950	8,200	9,050	9,900	11,250
	Year 7	4,700	5,100	5,500	6,150	6,800	8,000	8,800	9,600	10,900
	Year 6	4,600	5,000	5,400	6,025	6,650	7,800	8,550	9,300	10,550
	Year 5	4,500	4,900	5,300	5,900	6,500	7,600	8,300	9,000	10,200
	Year 4	4,400	4,800	5,200	5,775	6,350	7,400	8,050	8,700	9,850
	Year 3	4,300	4,700	5,100	5,650	6,200	7,200	7,800	8,400	9,500
	Year 2	4,200	4,600	5,000	5,525	6,050	7,000	7,550	8,100	9,150
	Year 1	4,100	4,500	4,900	5,400	5,900	6,800	7,300	7,800	8,800
P 1	Year 9	4,400	4,800	5,200	5,800	6,400	7,600	8,500	9,200	10,600
	Year 8	4,300	4,700	5,100	5,675	6,250	7,400	8,250	8,900	10,250
	Year 7	4,200	4,600	5,000	5,550	6,100	7,200	8,000	8,600	9,900
	Year 6	4,100	4,500	4,900	5,425	5,950	7,000	7,750	8,300	9,550
	Year 5	4,000	4,400	4,800	5,300	5,800	6,800	7,500	8,000	9,200
	Year 4	3,900	4,300	4,700	5,175	5,650	6,600	7,250	7,700	8,850
	Year 3	3,800	4,200	4,600	5,050	5,500	6,400	7,000	7,400	8,500
	Year 2	3,700	4,100	4,500	4,925	5,350	6,200	6,750	7,100	8,150
	Year 1	3,600	4,000	4,400	4,800	5,200	6,000	6,500	6,800	7,800

In computing the salaries for persons coming under this salary scale for the first time allow credit for up to 5 years of professional library experience in a position of equal responsibility.

State MISSISSIPPI

Fiscal Year 1973

List of Counties as Taken from U. S. Bureau of the Census, 1970 Census of Population, General Social and Economic Characteristics, Mississippi, Table 124.

URBAN			NON-URBAN		
County	No. of Families with Income Less than Poverty Level	% Poor	County	No. of Families with Income Less than Poverty Level	% Poor
Bolivar	4,559	44.3	Jefferson	1,189	58.2
Coahoma	3,785	42.8	Tunica	1,285	55.6
Leflore	3,467	36.3	Humphreys	1,704	53.8
Washington	5,387	34.1	Holmes	2,673	53.0
Pike	2,396	30.8	Tallahatchie	2,126	49.9
Oktibbeha	1,763	28.7	Quitman	1,701	49.8
Adams	2,607	28.6	Kemper	1,124	48.4
Lafayette	1,538	28.4	Wilkinson	1,180	47.9
Lowndes	2,726	23.1	Noxubee	1,463	47.3
Lauderdale	3,839	22.7	Sharkey	864	47.2
Jones	3,218	22.5	Sunflower	3,559	46.2
Warren	2,400	22.2	Marshall	2,241	43.9
Forrest	3,096	21.9	Carroll	951	42.6
Hinds	9,923	19.1	Yazoo	2,716	42.4
Lee	2,343	18.7	Amite	1,379	42.1
Harrison	5,474	17.3	Claiborne	884	42.0
Jackson	2,469	11.3	Issaquena	242	42.0
			Jasper	1,616	40.5
			Madison	2,553	39.5
			Jefferson Davis	1,183	39.2
			Greene	840	38.8
			Panola	2,390	38.3
			Leake	1,720	38.3
			Benton	678	38.2
			Franklin	756	37.8
			Montgomery	1,217	37.6
			Attala	1,855	37.2
			Yalobusha	1,149	37.2
			Marion	2,072	36.7
			Lawrence	1,040	36.6
			Wayne	1,469	36.5
			Walthall	1,093	35.5
			Copiah	2,049	35.4
			Choctaw	766	35.1
			Webster	889	33.9
			Tate	1,385	33.0
			Winston	1,544	32.8
			Clarke	1,241	32.7
			Calhoun	1,245	32.5
			Smith	1,171	32.5
			Pontotoc	1,522	32.4

State MISSISSIPPI

Fiscal Year 1973

List of Counties as Taken from U. S. Bureau of the Census, 1970 Census of Population, General Social and Economic Characteristics, Mississippi, Table 124. (continued)

URBAN			NON-URBAN		
County	No. of Families with Income Less than Poverty Level	% Poor	County	No. of Families with Income Less than Poverty Level	% Poor
			Scott	1,720	32.2
			Chickasaw	1,334	32.0
			Tippah	1,376	31.9
			Covington	1,090	31.6
			Perry	689	30.8
			Simpson	1,500	30.0
			Neshoba	1,648	29.9
			Newton	1,453	29.2
			Lincoln	1,944	29.0
			Grenada	1,377	27.9
			Lamar	1,086	27.6
			Union	1,464	27.6
			Clay	1,146	25.9
			Pearl River	1,807	25.9
			Itawamba	1,200	25.3
			Prentiss	1,351	24.7
			Tishomingo	1,028	24.4
			Monroe	2,101	24.0
			Stone	459	23.4
			DeSoto	1,967	23.3
			Alcorn	1,669	22.3
			George	681	21.6
			Hancock	891	20.6
			Rankin	1,559	15.6

State MISSISSIPPI

Fiscal Year 1973

130.18 Priority

Priority will be given by the percentage of poor families as determined by the U. S. Census 1970 and by predetermined areas of poverty as made by other agencies.

First priority will be given to poverty areas as predetermined by other agencies and to eligible counties having a percentage of poverty by families 40% and above. These are listed below:

Name of County	Percentage Poor
Jefferson	58.2
Tunica	55.6
Humphreys	53.8
Holmes	53.0
Tallahatchie	49.9
Quitman	49.8
Kemper	48.4
Wilkinson	47.9
Noxubee	47.3
Sharkey	47.2
Sunflower	46.2
Bolivar	44.3
Marshall	43.9
Coahoma	42.8
Carroll	42.6
Yazoo	42.4
Amite	42.1
Claiborne	42.0
Issaquena	42.0
Jasper	40.5

State MISSISSIPPI

Fiscal Year 1973

130.18 Priority (continued)

Second Priority will be given to eligible counties having a percentage of poverty by families between 35.5% and 39.9%. These are listed below:

Name of County	Percentage Poor
Madison	39.5
Jefferson Davis	39.2
Greene	38.8
Panola	38.3
Leake	38.3
Benton	38.2
Franklin	37.8
Montgomery	37.6
Attala	37.2
Yalobusha	37.2
Marion	36.7
Lawrence	36.6
Wayne	36.5
Leflore	36.3
Walthall	35.5

Third priority will be given to all other eligible counties.

STATE OF MISSISSIPPI

OFFICE OF THE GOVERNOR

JACKSON 39201

HAROLD T. WHITE

COORDINATOR OF FEDERAL-STATE PROGRAMS

June 23, 1972

Miss Mary Love
Director
Mississippi Library Commission
405 State Office Building
Jackson, Mississippi 39201

Dear Miss Love:

This is to acknowledge that a copy of the Mississippi Library Commission's Long-Range Program for Library Development in Mississippi has been submitted for review and comment by the Governor in accordance with the provisions of Office of Management and Budget Circular No. A-95.

This document has been reviewed and deemed to be consistent with State plans, goals, and objectives. The remaining portion of the 45-day review period is, therefore, waived.

Sincerely,

Harold T White

Harold T. White

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
REGION IV
50 7TH STREET N.E.
ATLANTA, GEORGIA 30323

July 20, 1972

OFFICE OF EDUCATION
Room 550

Miss Mary Love, Director
Mississippi Library Commission
405 State Office Building
Jackson, Mississippi 39201

Dear Miss Love:

The Mississippi Amendment to the State Plan for Library Programs under the Library Services and Construction Act, as amended (P. L. 91-600) has been received and forwarded to U. S. Commissioner of Education with the recommendation for approval.

The Mississippi Long Range Program, 1973-1977 under the Library Services and Construction Act, as amended (P. L. 91-600) has been accepted. As projected fiscal year 1973 will continue the intensive planning effort which was begun during fiscal year 1972.

Sincerely yours,

Shirley A. Brother

Shirley A. Brother
Library Services Program Officer